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ABSTRACT

A nine-year profile is presented of the characteristics of certified public school employees in North Carolina between 1978-79 and 1986-87. Certified employees are grouped into functional areas based upon each person's primary work assignment. The functional areas include: (1) teachers; (2) principals; (3) assistant principals; (4) central office administrators and subject and support area specialists; (5) librarians; (6) guidance counselors; and (7) other certified personnel. Important characteristics such as average age and experience levels, racial and sexual composition, and college degree levels are listed. In addition to reporting the yearly status of current employees by functional areas, information is also reported on personnel who left or entered employment in the various functional areas. Information concerning the distribution of employees by experience level is reported for each category of certified personnel. (JD)

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INTRODUCTION

This report provides a nine-year profile of the characteristics of certified public school employees between 1978-79 and 1986-87. Certified employees are grouped into functional areas such as teachers, principals, guidance counselors, etc., based on each persons primary work assignment. Important characteristics such as average age and experience levels, racial and sexual composition, and college degree levels were tracked across time. This report provides both an historical view of staffing patterns and an indication of significant trends. In addition to reporting the yearly status of current employees by functional area, information also is reported on personnel who left or entered employment in the various functional areas. Information concerning the distribution of employees by experience level is reported for each category of certified personnel.

The data used to develop this report were obtained primarily from the yearly Professional Personnel Activity Reports (PPAR) and the Teacher Certification File. Professional Personnel Activity Reports are filed yearly during late September and early October by all certified public school employees except superintendents, associate superintendents and assistant superintendents. Because PPARs are only collected once during each year, they provide a picture of what the certified staff looks like at a particular point in time. The Professional Personnel Activity Report is the only comprehensive source of information available for certified school employees which indicates what people do and the amount of time they spend on various assignments.

In developing this report, certified persons were classified according to their primary area of assignment. For example, persons spending 75 percent of their time as teachers and 25 percent of their time as librarians were classified as teachers. It should also be noted that the term "years of experience" refers to the total number of years of experience credit a person has accumulated, not the number of years of experience a person has in a particular assignment area.

TEACHERS

TEACHERS

Characteristics of Teachers

The average age of teachers has risen steadily since 1978-79, increasing from 37.7 to 40.3 in 1986-87. During the same period, the average years of experience has increased slightly. In 1978-79, the average experience level was 12.6, whereas the average in 1986-87 was 13.1. The racial mix of the teaching staff shows a significant trend. The percentage of Blacks in the teaching staff dropped from 21.2 percent in 1978-79 to 18.6 percent in 1986-87. Black females dropped from 16.9 percent in 1978-79 to 15.2 percent in 1986-87. The drop among Black males was even more pronounced, declining from 4.3 percent of the teaching staff in 1978-79 to 3.4 percent in 1986-87. White males have also declined slightly from 16.7 percent of the teaching staff in 1978-79 to 16.3 percent in 1986-87. The percentage of Indians in the teaching staff has remained constant at 0.9 percent. The only category showing an increase is White females. Between 1978-79 and 1986-87, their percentage of the total teaching staff increased from 60.9 percent to 63.9 percent. In 1978-79, males made up 21.3 percent of the teaching staff and females made up 78.7 percent. By 1986-87, males made up 20.0 percent and females 80.0 percent of the teaching staff. The percentage of teachers holding a bachelors degree or less has declined since 1978-79, while the percentage holding the masters degree, sixth-year certificate, or doctorate has increased. In 1978-79, the highest degree held by 76.1 percent of the teaching staff was a bachelors degree or less and 23.9 percent of the teachers had a masters, sixth year certificate, or doctorate degree. By 1986-87, the percent of teachers whose highest degree was a bachelors degree or less had declined to 70.9 percent and teachers with advanced degrees had increased to 29.2 percent of the teaching staff.

Characteristics of Teachers Leaving the Profession

The average age of teachers leaving teaching is increasing. In 1978-79, the average age of a teacher leaving was 36.4. By 1985-86, it had increased to 40.5. The average years of experience of teachers leaving also increased from 10.5 in 1978-79 to 12.5 in 1985-86. Among teachers leaving, the percentage of Black males and Black females increased between 1978-79 and 1985-86. Between 1978-79 and 1985-86, the percentage of Black teachers leaving increased from 14.8 percent to 16.2 percent of the teachers leaving. The percentage of Indians leaving remained relatively constant at less than 1 percent, although there were fluctuations among years and between male and female Indians. During the same period, the percentage of White teachers leaving decreased from 84.0 to 82.4 percent of the teachers leaving. From 1978-79 to 1985-86 the percent of males leaving dropped from 20.0 to 18.8 percent of the teachers leaving and the percent of females leaving increased from 80.0 percent to 81.2 percent of the teachers leaving.

Characteristics of Newly Employed Teachers

The average age of newly employed teachers increased from 30.8 in 1979-80 to 33.9 in 1986-87. During the same eight-year period the average years of experience of newly employed teachers varied from year-to-year, with the experience level averaging about 4.9 years. The racial mix of newly employed teachers has changed. In 1979-80, 13.7 percent of the newly employed teachers were Black and 85.3 percent were White. In 1986-87, 12.2 percent of newly employed teachers were Black and 86.8 percent were White. The percent of newly hired Indian teachers has remained relatively constant, ranging from 0.6 to 0.8 of one percent of the new teachers. The male-female mix of new teachers varies from year-to-year and does not show a clear trend. Males made up from 17.2 to 21.0 percent of the newly employed teachers, while females ranged from 79.0 to 82.8 percent of the new hires.

AVERAGE AGE OF TEACHING STAFF BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	40.7	40.9	41.5	42.0	42.4	42.7	43.1	42.8	42.6
Black Females	41.0	41.1	41.4	41.9	42.2	42.5	42.8	42.5	42.4
White Males	36.6	36.9	37.5	38.2	38.7	39.1	39.5	39.8	40.1
White Females	36.9	37.0	37.5	38.1	38.6	39.0	39.3	39.3	39.7
Indian Males	41.2	41.3	43.1	42.0	42.0	42.6	43.0	43.3	43.3
Indian Females	38.0	37.9	38.3	38.9	39.3	39.9	40.2	40.1	40.3
Other Males	40.9	42.7	42.2	42.4	43.2	43.1	43.9	45.6	45.0
Other Females	37.5	38.3	39.2	38.9	40.1	40.7	40.7	41.3	41.7
Yearly Average	37.7	37.8	38.3	38.9	39.3	39.7	40.0	40.0	40.3

AVERAGE YEARS OF EXPERIENCE OF TEACHING STAFF BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	15.5	14.8	15.2	15.7	16.3	15.5	15.9	15.7	15.5
Black Females	16.3	15.5	15.7	16.2	16.5	15.7	16.0	16.1	16.3
White Males	11.7	11.1	11.6	12.3	12.8	12.2	12.6	12.8	13.1
White Females	11.5	10.8	11.1	11.7	12.2	11.5	11.7	11.8	12.1
Indian Males	16.4	15.5	17.0	16.6	16.4	15.7	15.7	16.5	16.7
Indian Females	13.6	12.7	13.1	13.4	14.0	13.1	13.4	13.5	13.6
Other Males	13.4	12.5	13.5	13.3	14.0	13.4	14.4	14.0	13.6
Other Females	10.8	10.6	11.0	10.9	13.0	11.7	11.5	12.0	12.0
Yearly Average	12.6	11.8	12.2	12.7	13.2	12.5	12.7	12.8	13.1

RACIAL AND SEXUAL COMPOSITION OF TEACHING STAFF

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black									
Males	4.3%	4.1%	4.1%	3.9%	3.9%	3.7%	3.5%	3.5%	3.4%
Females	16.9	16.7	16.7	16.6	16.6	16.5	16.0	15.5	15.2
Total Black	21.2	20.8	20.8	20.5	20.5	20.2	19.5	19.0	18.6
White									
Males	16.7	16.4	16.2	16.3	16.4	16.4	16.0	16.2	16.3
Females	60.9	61.6	61.8	62.0	61.9	62.2	63.3	63.6	63.9
Total White	77.6	78.0	78.0	78.3	78.3	78.6	79.3	79.8	80.2
Indian									
Males	.2	.2	.2	.2	.2	.2	.2	.2	.2
Females	.7	.7	.7	.7	.7	.7	.7	.7	.7
Total Indian	.9	.9	.9	.9	.9	.9	.9	.9	.9
Other									
Males	.1	.1	.1	.1	.1	.1	.1	.1	.1
Females	.2	.2	.2	.2	.2	.2	.2	.2	.2
Total Other	.3	.3	.3	.3	.3	.3	.3	.3	.3
Total									
Males	21.3	20.8	20.6	20.5	20.6	20.4	19.8	20.0	20.0
Females	78.7%	79.2%	79.4%	79.5%	79.4%	79.6%	80.2%	80.0%	80.0%
Total									
Number	56309	57267	56808	55515	54754	54826	56040	57604	57935

HIGHEST DEGREE HELD BY TEACHING STAFF

DEGREE	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Less Than Bachelors	1.9%	2.0%	1.9%	1.9%	1.9%	1.8%	1.8%	1.7%	1.7%
Bachelors	74.2	75.2	74.3	72.6	72.2	71.4	70.9	69.9	69.2
Masters	23.4	22.4	23.4	24.9	25.4	26.0	26.5	27.5	28.2
Sixth Year	.4	.3	.3	.5	.4	.5	.6	.7	.8
Doctorate	.1%	.1%	.1%	.1%	.1%	.2%	.2%	.2%	.2%

AVERAGE AGE OF TEACHERS LEAVING BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	41.3	41.6	44.8	46.6	46.2	46.0	48.3	47.7
Black Females	40.6	43.1	43.7	45.5	46.6	45.7	47.9	46.2
White Males	35.9	36.6	37.4	39.1	40.3	38.8	41.0	41.0
White Females	35.4	35.7	36.1	37.7	37.9	37.7	39.5	39.0
Indian Males	48.5	39.3	54.6	45.2	45.7	51.0	48.0	47.9
Indian Females	40.7	41.7	38.8	41.0	38.7	38.5	44.3	43.1
Other Males	37.4	48.0	37.1	50.6	40.8	38.8	41.6	45.8
Other Females	36.8	38.6	38.4	34.2	36.2	41.1	38.2	38.0
Yearly Average	36.4	37.0	37.5	39.1	39.7	39.2	41.2	40.5

AVERAGE YEARS OF EXPERIENCE OF TEACHERS LEAVING BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	14.7	15.3	17.1	18.5	18.7	17.4	18.5	19.4
Black Females	15.1	17.6	18.0	19.4	20.3	18.6	19.9	19.5
White Males	9.5	9.6	10.4	11.7	12.8	10.7	12.3	11.9
White Females	9.7	9.6	9.7	10.9	11.1	10.0	11.2	10.9
Indian Males	22.9	14.1	23.9	19.5	20.3	25.0	16.9	20.7
Indian Females	12.9	15.2	14.2	13.9	12.2	10.1	16.9	16.3
Other Males	4.5	13.0	10.0	11.0	8.2	5.5	17.2	10.0
Other Females	8.3	10.4	9.6	7.1	8.3	9.3	7.2	8.8
Yearly Average	10.5	10.8	11.1	12.2	12.8	11.5	12.8	12.5

RACIAL AND SEXUAL COMPOSITION OF TEACHING STAFF LEAVING

Leaving After	78/79	79/80	8081	81/82	82/83	83/84	84/85	85/86
Black								
Males	3.1%	3.2%	3.4%	3.4%	3.5%	3.4%	3.4%	3.6%
Females	11.7	12.0	12.0	11.4	13.1	12.5	13.4	12.6
Total Black	14.8	15.2	15.4	14.8	16.6	15.9	16.8	16.2
White								
Males	16.5	14.8	14.7	14.5	14.8	18.2	15.4	15.0
Females	67.5	69.0	68.8	69.8	67.7	64.8	66.4	67.4
Total White	84.0	83.8	83.5	84.3	82.5	83.0	81.8	82.4
Indian								
Males	.3	.2	.2	.2	.2	.1	.3	.1
Females	.5	.5	.5	.3	.4	.6	.5	.7
Total Indian	.8	.7	.7	.5	.6	.7	.8	.8
Other								
Males	.1	.1	.1	.1	.1	.1	.1	.1
Females	.3	.2	.3	.3	.2	.3	.5	.5
Total Other	.4	.3	.4	.4	.3	.4	.6	.6
Total								
Males	20.0	18.3	18.4	18.2	18.6	21.8	19.2	18.8
Females	80.0%	81.7%	81.6%	81.8%	81.4%	78.2%	80.8%	81.2%
Total								
Number	5431	5407	5118	4406	4145	3743	3978	4040

AVERAGE AGE
OF NEWLY EMPLOYED TEACHERS
BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	32.7	32.5	34.5	34.7	36.7	35.8	34.5	35.2
Black Females	31.2	31.7	33.2	32.6	33.5	33.3	33.5	34.8
White Males	30.6	32.0	33.3	32.6	32.7	32.9	35.3	34.0
White Females	30.7	31.4	32.1	31.9	32.7	32.7	33.2	33.8
Indian Males	35.1	39.9	29.5	33.9	33.8	39.3	33.8	29.7
Indian Females	29.5	34.4	32.4	30.2	35.5	31.3	31.0	34.8
Other Males	48.6	50.7	37.9	35.0	31.4	36.3	46.8	34.3
Other Females	35.0	34.3	34.4	34.3	34.2	36.1	35.8	34.0
Yearly Average	30.8	31.6	32.5	32.2	32.9	32.9	33.7	33.9

AVERAGE YEARS OF EXPERIENCE OF NEWLY EMPLOYED TEACHERS BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	5.6	5.1	8.2	7.5	7.4	5.9	5.5	5.3
Black Females	5.1	5.8	7.1	6.4	5.6	5.0	4.8	5.6
White Males	4.3	5.2	6.2	5.4	5.0	4.7	6.2	5.3
White Females	4.4	4.7	5.6	5.1	4.4	4.1	4.4	4.7
Indian Males	8.1	15.0	6.7	6.5	5.0	9.4	9.3	1.7
Indian Females	3.8	7.6	4.7	5.7	4.3	1.9	4.5	3.5
Other Males	5.6	10.3	8.0	5.2	2.8	7.2	10.9	2.6
Other Females	6.6	5.6	5.5	5.3	4.7	4.8	5.7	2.2
Yearly Average	4.5	5.0	5.9	5.3	4.7	4.3	4.8	4.9

RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED TEACHERS

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black								
Males	2.5%	2.4%	2.4%	2.1%	2.7%	2.3%	3.0%	2.8%
Females	11.2	10.6	9.7	9.9	11.2	7.9	9.2	9.4
Total Black	13.7	13.0	12.1	12.0	13.9	10.2	12.2	12.2
White								
Males	15.1	14.6	16.2	16.8	15.1	15.0	17.7	16.9
Females	70.2	71.4	70.4	70.1	70.0	73.6	68.8	69.9
Total White	85.3	86.0	86.6	86.9	85.1	88.6	86.5	86.8
Indian								
Males	.1	.1	.1	.2	.1	.1	.1	.1
Females	.5	.5	.7	.6	.6	.6	.6	.5
Total Indian	.6	.6	.8	.8	.7	.7	.7	.6
Other								
Males	.1	.1	.1	.1	.1	.1	.2	.2
Females	.3	.3	.4	.2	.2	.4	.4	.2
Total Other	.4	.4	.5	.3	.3	.5	.6	.4
Total								
Males	17.8	17.2	18.8	19.2	18.0	17.5	21.0	20.0
Females	82.2%	82.8%	81.2%	80.8%	82.0%	82.5%	79.0%	80.0%
Total								
Number	6831	5125	4002	3769	4484	5278	5708	4758

TEACHERS

YEARS OF EXPERIENCE	RACE						SUBTOTAL BY EXPERIENCE LEVEL
	WHITE		BLACK		OTHER		
	Number	Percent*	Number	Percent*	Number	Percent*	
0	1678	86.10	243	12.47	28	1.44	1949
1	1726	84.98	278	13.69	27	1.33	2031
2	1905	87.07	259	11.84	24	1.10	2188
3	1785	85.53	275	13.18	27	1.29	2087
4	1471	85.92	223	13.03	18	1.05	1712
5	1485	86.29	224	13.02	12	0.70	1721
6	1831	84.73	311	14.39	19	0.88	2161
7	2129	85.57	335	13.46	24	0.96	2488
8	2159	84.47	362	14.16	35	1.37	2556
9	2153	82.43	436	16.69	23	0.88	2612
10	2254	80.50	518	18.50	28	1.00	2800
11	2264	83.11	432	15.86	28	1.03	2724
12	2358	81.56	506	17.50	27	0.93	2891
13	2296	84.82	379	14.00	32	1.18	2707
14	2181	84.70	363	14.10	31	1.20	2575
15	1968	82.83	387	16.29	21	0.88	2376
16	1865	84.31	327	14.78	20	0.90	2212
17	1739	85.58	276	13.58	17	0.84	2032
18	1506	82.93	291	16.02	19	1.05	1816
19	1286	78.94	323	19.83	20	1.23	1629
20	1171	75.89	350	22.68	22	1.43	1543
21	1001	74.59	324	24.14	17	1.27	1342
22	924	74.82	293	23.72	18	1.46	1235
23	814	69.45	341	29.10	17	1.45	1172
24	714	64.97	361	32.85	24	2.18	1099
25	613	62.36	345	35.10	25	2.54	983
26	611	68.19	271	30.25	14	1.56	896
27	534	63.20	296	35.03	15	1.78	845
28	464	62.12	272	36.41	11	1.47	747
29	409	63.12	229	35.34	10	1.54	648
30	251	55.04	198	43.42	7	1.54	456
31	196	54.60	159	44.29	4	1.11	359
32	191	58.59	131	40.18	4	1.23	326
33	130	54.17	107	44.58	3	1.25	240
34	112	57.14	83	42.35	1	0.51	196
35	72	45.28	86	54.09	1	0.63	159
36	62	50.41	60	48.78	1	0.81	123
37	56	51.38	53	48.62	0	0.00	109
38	33	55.97	26	44.07	0	0.00	59
39	26	57.78	19	42.22	0	0.00	45
40	23	69.70	10	30.30	0	0.00	33
41	12	54.55	10	45.45	0	0.00	22
42	7	58.33	5	41.67	0	0.00	12
43	2	28.57	5	71.43	0	0.00	7
44	4	66.67	2	33.33	0	0.00	6
45	1	100.00	0	0.00	0	0.00	1
46	2	66.67	1	33.33	0	0.00	3
47	2	100.00	0	0.00	0	0.00	2
GRAND TOTAL	46476	80.22	10785	18.62	674	1.16	57935

PRINCIPALS

PRINCIPALS

Characteristics of Principals

The average age of principals increased from 46.2 to 47.0 between 1978-79 and 1986-87. During the same period, the average years of experience remained at 22.0. Between 1978-79 and 1986-87 the racial composition of principals shows an increase of 1.1 percent in the percentage of Black principals and a decrease of 1.4 percent in the percentage of White principals. Over the nine-year period, the percentage of Indian principals increased from 1.0 to 1.3 percent of the total. The sexual composition of persons in the principalship changed considerably between 1978-79 and 1986-87 with the percentage of females increasing from 11.5 percent to 20.6 percent and the percentage of males dropping from 88.5 percent to 79.4 percent. The highest degree held by principals has changed significantly. In 1978-79, 28.6 percent of the principals held either the sixth-year certificate or the doctorate degree. By 1986-87, 43.1 percent of the principals held either a sixth-year certificate or a doctorate degree.

Characteristics of Principals Leaving the Principalship

Between 1978-79 and 1985-86, the average age of persons leaving the principalship rose from 48.8 to 52.0 while the average years of experience increased from 23.3 to 26.3. During the same period, the percentage of Blacks leaving the principalship increased from 21.9 percent to 22.8 percent while the percentage of White principals leaving increased from 76.8 to 77.2 percent. No Indians left the principalship in 1985-86. The percentage of male principals leaving decreased from 85.8 percent to 83.0 percent while the percentage of females leaving the principalship rose from 14.2 to 17.0 percent during the eight-year period.

Characteristics of Newly Employed Principals

The average age of newly employed principals decreased from 43.1 in 1979-80 to 42.9 in 1986-87. During the same period, the average years of experience declined from 18.2 to 17.8. Of newly hired principals, the racial and sexual composition varied considerably from year-to-year. The percentage of new principals who were Black ranged from a high of 29 percent in 1980-81 to a low of 10.6 percent in 1981-82, with the average between 1979-80 and 1986-87 being about 19 percent. During the same period, the percentage of new principals who were White ranged from a high of 88.3 percent in 1981-82 to a low of 69.5 percent in 1980-81, with the average being about 80 percent. One of the most significant changes is in the sexual composition of newly employed principals. In 1978-79, 77.6 percent of the newly employed principals were male and 22.4 percent were female. By 1986-87, the percent of males hired as new principals had dropped to 57.8 percent and the percent of females had increased to 42.2 percent of the newly hired principals.

AVERAGE AGE OF PRINCIPALS BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	49.7	49.6	49.3	49.6	49.8	49.3	49.5	49.7	48.6
Black Females	48.9	47.7	48.0	48.0	47.5	46.8	48.3	48.2	48.1
White Males	45.2	45.4	45.7	46.1	46.4	46.6	46.8	47.0	46.9
White Females	47.0	46.8	46.0	46.2	45.6	45.7	46.3	46.4	45.7
Indian Males	44.2	45.5	44.1	44.0	43.4	43.6	43.3	44.2	44.4
Indian Females	41.0	40.7	41.7	42.7	43.7	47.9	41.0	42.0	44.2
Other Males	-	-	-	-	-	-	-	-	-
Other Females	-	55.9	-	-	-	-	-	-	-
Yearly Average	46.2	46.3	46.4	46.7	46.9	46.9	47.2	47.3	47.0

AVERAGE YEARS OF EXPERIENCE OF PRINCIPALS BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	25.3	24.4	24.5	25.0	25.3	23.8	24.0	24.3	23.5
Black Females	26.2	23.6	23.7	24.0	23.5	21.9	23.0	22.9	23.0
White Males	21.2	20.7	21.2	21.7	22.0	21.4	21.6	21.9	22.2
White Females	21.7	20.4	20.4	20.2	19.8	19.0	19.7	20.1	19.7
Indian Males	19.7	19.9	18.6	19.4	19.5	18.7	18.7	19.6	19.7
Indian Females	14.5	16.0	17.0	18.0	19.0	23.5	16.3	17.3	20.0
Other Males	-	-	-	-	-	-	-	-	-
Other Females	-	30.0	-	-	-	-	-	-	-
Yearly Average	22.0	21.4	21.7	22.1	22.3	21.5	21.7	22.0	22.0

RACIAL AND SEXUAL COMPOSITION OF PRINCIPALS

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black									
Males	16.3%	16.4%	16.1%	16.1%	15.3%	16.0%	15.8%	15.3%	15.3%
Females	2.3	2.6	3.3	3.1	3.2	3.2	4.0	4.3	4.4
Total Black	18.6	19.0	19.4	19.2	18.5	19.2	19.8	19.6	19.7
White									
Males	71.3	71.0	70.9	69.4	69.2	67.0	64.7	63.6	63.0
Females	9.1	8.9	8.7	10.3	11.2	12.8	14.4	15.7	16.0
Total White	80.4	79.9	79.6	79.7	80.4	79.8	79.1	79.3	79.0
Indian									
Males	.9	.9	.9	1.0	1.0	.8	.9	.9	1.1
Females	.1	.1	.1	.1	.1	.2	.2	.2	.2
Total Indian	1.0	1.0	1.0	1.1	1.1	1.0	1.1	1.1	1.3
Other									
Males	-	-	-	-	-	-	-	-	-
Females	-	.1	-	-	-	-	-	-	-
Total Other	-	.1	-	-	-	-	-	-	-
Total									
Males	88.5	88.3	87.9	86.5	85.5	83.8	81.4	79.8	79.4
Females	11.5%	11.7%	12.1%	13.5%	14.5%	16.2%	18.6%	20.2%	20.6%
Total Number	1927	1925	1919	1940	1923	1913	1941	1925	1932

HIGHEST DEGREE HELD BY PRINCIPALS

DEGREE	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Less Than Bachelors	-	-	-	-	-	-	-	-	-
Bachelors	3.9	4.0	3.5	3.2	3.2	2.7	2.6	2.3	2.5
Masters	67.5	68.2	65.8	63.5	61.7	59.5	57.9	56.6	54.5
Sixth Year	25.0	24.6	27.1	29.2	30.8	33.5	34.3	35.4	37.3
Doctorate	3.6%	3.2%	3.6%	4.1%	4.3%	4.3%	5.2%	5.7%	5.8%

AVERAGE AGE OF PRINCIPALS LEAVING BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	52.9	58.3	55.6	54.3	55.9	55.3	53.8	57.5
Black Females	48.3	44.3	50.8	48.0	46.9	54.3	54.0	52.8
White Males	47.4	49.3	49.4	50.5	50.9	50.4	51.3	51.0
White Females	49.6	49.6	54.4	49.3	51.5	51.3	49.8	48.9
Indian Males	43.8	43.0	53.9	56.6	41.8	56.3	-	-
Indian Females	-	-	-	-	-	58.6	-	-
Other Males	-	-	-	-	-	-	-	-
Other Females	-	-	-	-	-	-	-	-
Yearly Average	48.8	50.8	50.8	51.2	51.4	51.4	51.5	52.0

AVERAGE YEARS OF EXPERIENCE OF PRINCIPALS LEAVING BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	28.1	30.1	28.8	28.8	30.7	28.5	27.2	32.3
Black Females	27.0	19.0	26.2	23.8	22.2	31.0	27.6	29.4
White Males	21.8	23.2	24.7	25.4	25.1	25.0	25.5	25.2
White Females	23.2	22.8	28.1	22.2	25.5	22.8	19.5	22.3
Indian Males	20.5	16.5	23.5	23.0	16.7	29.0	-	-
Indian Females	-	-	-	-	-	36.0	-	-
Other Males	-	-	-	-	-	-	-	-
Other Females	-	-	-	-	-	-	-	-
Yearly Average	23.3	24.3	25.6	25.7	25.8	25.6	25.0	26.3

YEARLY RACIAL AND SEXUAL COMPOSITION OF PRINCIPALS LEAVING

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black								
Males	20.6%	17.8%	12.9%	21.2%	16.4%	14.0%	15.1%	18.7%
Females	1.3	.7	6.4	3.8	5.0	1.5	3.4	4.1
Total Black	21.9	18.5	19.3	25.0	21.4	15.5	28.5	22.8
White								
Males	63.9	65.1	70.0	63.8	63.5	73.5	67.8	64.3
Females	12.9	15.1	9.3	10.6	13.2	8.8	13.7	12.9
Total White	76.8	80.2	79.3	74.4	76.7	82.3	81.5	77.2
Indian								
Males	1.3	1.3	1.4	.6	1.9	1.5	-	-
Females	-	-	-	-	-	.7	-	-
Total Indian	1.3	1.3	1.4	.6	1.9	2.2	-	-
Other								
Males	-	-	-	-	-	-	-	-
Females	-	-	-	-	-	-	-	-
Total Other	-	-	-	-	-	-	-	-
Total								
Males	85.8	84.2	84.3	85.6	81.8	89.0	82.9	83.0
Females	14.2%	15.8%	15.7%	14.4%	18.2%	11.0%	17.1%	17.0%
Total Number	155	152	140	160	159	136	146	171

AVERAGE AGE
OF NEWLY EMPLOYED PRINCIPALS
BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	45.8	48.3	53.4	48.0	43.1	47.1	42.0	41.1
Black Females	-	41.7	43.8	47.0	44.3	51.4	38.2	49.0
White Males	41.8	43.6	45.8	43.9	44.3	43.9	44.3	43.5
White Females	44.0	42.2	46.4	44.0	46.0	46.7	45.3	41.9
Indian Males	-	50.0	35.0	-	-	45.9	-	31.8
Indian Females	-	-	-	-	-	31.6	-	-
Other Males	-	-	-	-	-	-	-	-
Other Females	-	-	-	-	-	-	-	-
Yearly Average	43.1	44.1	46.4	44.6	44.6	45.7	44.1	42.9

AVERAGE YEARS OF EXPERIENCE OF NEWLY EMPLOYED PRINCIPALS BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	20.3	23.8	27.2	23.5	16.9	21.7	20.0	16.6
Black Females	-	17.1	20.0	23.6	18.2	25.1	14.5	24.2
White Males	17.4	19.2	20.3	19.7	18.8	17.5	17.4	19.6
White Females	18.2	17.9	20.1	15.9	18.1	18.5	19.4	14.7
Indian Males	-	19.0	13.0	-	-	19.5	-	8.0
Indian Females	-	-	-	-	-	9.0	-	-
Other Males	-	-	-	-	-	-	-	-
Other Females	-	-	-	-	-	-	-	-
Yearly Average	18.2	19.6	20.8	19.5	18.3	18.9	18.1	17.8

RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED PRINCIPALS

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black								
Males	20.7%	17.4%	8.5%	9.7%	13.6%	12.2%	2.4%	11.1%
Females	-	11.6	2.1	8.1	6.8	9.5	9.5	8.9
Total Black	20.7	29.0	10.6	17.8	20.4	21.7	11.9	20.0
White								
Males	56.9	56.5	67.0	59.7	52.5	44.6	42.9	44.5
Females	22.4	13.0	21.3	22.5	27.1	29.7	45.2	33.3
Total White	79.3	69.5	88.3	82.2	79.6	74.3	88.1	77.8
Indian								
Males	-	1.5	1.1	-	-	2.7	-	2.2
Females	-	-	-	-	-	1.3	-	-
Total Indian	-	1.5	1.1	-	-	4.0	-	-
Other								
Males	-	-	-	-	-	-	-	-
Females	-	-	-	-	-	-	-	-
Total Other	-	-	-	-	-	-	-	-
Total								
Males	77.6	75.4	76.6	69.4	66.1	59.5	45.3	57.8
Females	22.4%	24.6%	23.4%	30.6%	33.9%	40.5%	54.7%	42.2%
Total Number	58	69	94	62	59	74	42	45

PRINCIPALS

YEARS OF EXPERIENCE	RACE						SUBTOTAL BY EXPERIENCE LEVEL
	WHITE		BLACK		OTHER		
	Number	Percent*	Number	Percent*	Number	Percent*	
0	0	0.00	0	0.00	0	0.00	0
1	0	0.00	0	0.00	0	0.00	0
2	0	0.00	0	0.00	0	0.00	0
3	0	0.00	0	0.00	0	0.00	0
4	2	100.00	0	0.00	0	0.00	2
5	0	0.00	0	0.00	0	0.00	0
6	1	20.00	4	80.00	0	0.00	5
7	6	85.71	1	14.29	0	0.00	7
8	6	54.55	4	36.36	1	9.09	11
9	14	87.50	2	12.50	0	0.00	16
10	15	68.18	7	31.82	0	0.00	22
11	25	73.53	7	20.59	2	5.88	34
12	30	78.95	7	18.42	1	2.63	38
13	47	78.33	13	21.67	0	0.00	60
14	56	83.58	11	16.42	0	0.00	67
15	69	90.79	7	9.21	0	0.00	76
16	74	84.09	13	14.77	1	1.14	88
17	92	84.40	13	11.93	4	3.67	109
18	89	93.68	5	5.26	1	1.05	95
19	84	84.00	13	13.00	3	3.00	100
20	81	80.20	19	18.81	1	0.99	101
21	85	77.98	24	22.02	0	0.00	109
22	74	77.08	22	22.92	0	0.00	96
23	86	81.13	19	17.92	1	0.94	106
24	61	72.62	19	22.62	4	4.76	84
25	62	76.54	17	20.99	2	2.47	81
26	99	83.90	18	15.25	1	0.85	118
27	82	76.64	24	22.43	1	0.93	107
28	61	79.22	16	20.78	0	0.00	77
29	56	72.73	21	27.27	0	0.00	77
30	31	73.81	11	26.19	0	0.00	42
31	25	64.10	13	33.33	1	2.56	39
32	25	71.43	10	28.57	0	0.00	35
33	24	75.00	8	25.00	0	0.00	32
34	21	80.77	5	19.23	0	0.00	26
35	16	64.00	9	36.00	0	0.00	25
36	13	72.22	5	27.78	0	0.00	18
37	6	75.00	2	25.00	0	0.00	8
38	3	60.00	2	40.00	0	0.00	5
39	1	33.33	2	66.67	0	0.00	3
40	1	100.00	0	0.00	0	0.00	1
41	3	50.00	3	50.00	0	0.00	6
42	1	33.33	2	66.67	0	0.00	3
43	0	0.00	1	100.00	0	0.00	1
44	0	0.00	2	100.00	0	0.00	2
GRAND TOTAL	1527	79.04	381	19.72	24	1.24	1932

ASSISTANT PRINCIPALS

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ASSISTANT PRINCIPALS

Characteristics of Assistant Principals

The average age of assistant principals increased from 41.9 in 1978-79 to 43.2 in 1986-87. During the same period, the average years of experience dropped from 17.8 to 17.5. The racial and sexual composition of the assistant principal staff has changed significantly. The percent of Black assistant principals declined from 33.9 percent in 1978-79 to 28.6 percent in 1986-87. White assistant principals increased from 64.6 to 70.5 percent during the same period. Indian assistant principals ranged from .7 to 1.2 percent of the assistant principal staff during the nine-year period. The shift in the male-female composition of the assistant principal staff between 1978-79 and 1986-87 has been dramatic. In 1978-79, 85.7 percent of the assistant principals were male and 14.3 percent were female. By 1986-87, the percentage of male assistant principals had declined to 63.1 percent and the percentage of females in the assistant principalship had risen to 36.9 percent. The highest degree held by assistant principals has risen. In 1978-79, 73.9 percent of the assistant principals held a masters degree, sixth year certificate or doctorate. By 1986-87, 88.9 percent of the assistant principals held an advanced degree beyond the bachelors level.

Characteristics of Assistant Principals Leaving the Profession

The average age of persons leaving the assistant principalship varies from year-to-year and does not indicate a clear trend. The eight-year average age for persons leaving was approximately 45.3 years old. The average experience level of persons leaving the assistant principalship varies from year-to-year with the average being about 19.6 years of experience. The racial and sexual composition of persons leaving the assistant principalship indicates some significant trends. The percentage of Blacks leaving shows a general downward trend, with Blacks making up 35.8 percent of the persons leaving in 1978-79 and 28.2 percent of those leaving in 1985-86. Whites show a general increase in their percentage of persons leaving assistant principal positions. In 1978-79, 61.2 percent of those leaving were White. By 1985-86, 69.8 percent of those leaving were White. There has been a significant shift in the male-female composition of persons leaving assistant principalships. In 1978-79, 83.6 percent of those leaving the assistant principalship were male and 16.4 percent were female. By 1985-86, 64.3 percent of the assistant principals leaving were male and 35.7 percent were female.

Characteristics of Newly Employed Assistant Principals

The average age of newly employed assistant principals has shown an increase, although there has been some year-to-year variation. Newly employed assistant principals had an average age of 38.3 in 1979-80 and an average age of 41.1 in 1986-87. Newly employed assistant principals average about 13.4 years of experience. The percent of Blacks employed as assistant principals between 1979-80 and 1986-87 has shown a general increase, while the percent of Whites employed has shown a general decline, although there is considerable variation from year-to-year. Because of the small number of Indian assistant principals, insufficient data exist to indicate any trends. In 1979-80, 12.5 percent of the newly employed assistant principals were Black and 87.5 were White. In 1986-87, 14.3 percent of the new assistant principals were Black and 82.8 percent were White. The male-female composition of newly employed assistant principals has changed significantly. In 1979-80, 75.0 percent were male and 25.0 percent were female. By 1986-87, the percentage of newly employed males had declined to 54.3 percent and the percentage of new female assistant principals had increased to 45.7 percent.

AVERAGE AGE OF ASSISTANT PRINCIPALS BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	45.4	45.3	45.0	45.2	45.3	45.5	45.7	46.0	45.2
Black Females	47.1	48.2	46.5	46.2	46.8	45.7	44.8	43.0	42.7
White Males	39.4	39.9	40.5	40.6	40.9	41.0	41.8	42.3	42.6
White Females	43.0	42.1	42.4	42.5	42.7	42.6	42.5	42.7	43.1
Indian Males	45.9	43.8	42.4	44.5	46.7	42.6	43.6	44.6	44.9
Indian Females	-	53.7	54.7	62.3	63.3	44.2	45.2	45.5	46.5
Other Males	46.8	48.4	49.4	49.4	58.9	58.7	64.0	65.0	51.5
Other Females	-	-	38.0	52.4	-	-	-	-	-
Yearly Average	41.9	42.0	42.2	42.5	42.7	42.7	43.1	43.2	43.2

AVERAGE YEARS OF EXPERIENCE OF ASSISTANT PRINCIPALS BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	20.6	19.7	19.7	20.0	20.2	19.6	19.7	20.0	20.1
Black Females	23.3	23.6	21.9	21.4	21.9	19.6	19.3	17.2	17.0
White Males	15.9	15.3	16.0	16.2	16.6	15.9	16.6	16.9	17.3
White Females	17.5	16.0	16.5	16.7	17.2	15.8	15.9	16.0	16.3
Indian Males	19.8	17.5	16.8	19.0	20.6	16.0	16.9	17.7	17.3
Indian Females	-	24.0	25.0	35.0	36.0	25.0	19.3	20.3	21.3
Other Males	12.0	14.0	15.0	13.0	21.0	16.5	11.0	12.0	13.6
Other Females	-	-	17.0	22.0	-	-	-	-	-
Yearly Average	17.8	17.0	17.3	17.6	18.0	17.0	17.3	17.4	17.5

RACIAL AND SEXUAL COMPOSITION OF ASSISTANT PRINCIPALS

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black									
Males	28.9%	26.3%	25.6%	25.6%	25.3%	22.1%	21.0%	19.3%	17.8%
Females	5.0	4.6	5.2	5.7	5.4	6.7	7.7	9.5	10.8
Total Black	33.9	30.9	30.8	31.3	30.7	28.8	28.7	28.8	28.6
White									
Males	55.3	55.5	55.3	53.6	53.6	50.2	48.1	45.5	44.7
Females	9.3	12.1	12.3	13.7	14.4	20.0	22.4	24.7	25.8
Total White	64.6	67.6	67.6	67.3	68.0	70.2	70.5	70.2	70.5
Indian									
Males	1.2	1.1	1.1	.9	.8	.5	.5	.6	.4
Females	-	.1	.1	.2	.2	.3	.2	.3	.3
Total Indian	1.2	1.2	1.2	1.1	1.0	.8	.7	.9	.7
Other									
Males	.3	.3	.3	.2	.3	.2	.1	.1	.2
Females	-	-	.1	.1	-	-	-	-	-
Total Other	.3	.3	.4	.3	.3	.2	.1	.1	.2
Total									
Males	85.7	83.2	82.3	80.3	80.0	73.0	69.7	65.5	63.1
Females	14.3%	16.8%	17.7%	19.7%	20.0%	27.0%	30.3%	34.5%	36.9%
Total									
Number	979	1007	1025	1014	1023	1192	1271	1397	1464

HIGHEST DEGREE HELD BY ASSISTANT PRINCIPALS

DEGREE	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Less Than Bachelors	-	-	-	-	-	-	-	.1%	-
Bachelors	26.1	25.4	23.2	18.9	16.9	15.7	15.0	12.3	11.1
Masters	66.0	66.4	66.9	67.3	67.8	66.8	67.0	68.9	69.9
Sixth Year	7.0	7.0	8.5	11.8	13.0	15.1	15.9	16.5	17.0
Doctorate	.9%	1.2%	1.4%	2.0%	2.3%	2.4%	2.1%	2.2%	2.0%

AVERAGE AGE OF ASSISTANT PRINCIPALS LEAVING BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	52.7	50.4	53.1	45.2	51.3	50.2	53.7	54.6
Black Females	59.6	45.7	45.1	60.7	53.2	53.5	52.0	49.7
White Males	39.1	42.3	44.6	41.5	45.1	40.2	43.9	43.0
White Females	39.9	41.7	40.0	39.2	47.3	42.5	43.9	41.9
Indian Males	54.3	60.8	33.7	-	49.2	-	-	35.5
Indian Females	-	-	-	-	-	45.0	-	-
Other Males	32.9	-	-	-	61.4	-	-	-
Other Females	-	-	-	-	-	-	-	
Yearly Average	44.3	45.0	46.1	42.5	48.7	43.9	46.5	45.4

AVERAGE YEARS OF EXPERIENCE OF ASSISTANT PRINCIPALS LEAVING BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	25.9	23.2	26.4	19.2	23.9	24.3	26.4	26.0
Black Females	35.0	20.6	22.0	33.0	27.4	28.2	27.3	26.2
White Males	15.3	16.4	19.5	17.0	18.7	14.4	19.2	17.7
White Females	16.6	13.7	13.1	13.4	23.3	15.3	17.7	16.3
Indian Males	30.0	31.0	8.0	-	24.5	-	-	11.0
Indian Females	-	-	-	-	-	20.0	-	-
Other Males	9.0	-	-	-	30.0	-	-	-
Other Females	-	-	-	-	-	-	-	
Yearly Average	19.5	18.6	20.4	17.3	22.6	17.9	20.7	19.5

RACIAL AND SEXUAL COMPOSITION OF ASSISTANT PRINCIPALS LEAVING

Leaving After	78/79	79/80	8081	81/82	82/83	83/84	84/85	85/86
Black								
Males	34.3%	27.1%	25.8%	21.1%	27.7%	16.9%	22.2%	18.9%
Females	1.5	8.5	3.2	3.5	10.6	7.8	4.8	9.3
Total Black	35.8	25.6	29.0	24.6	38.3	24.7	27.0	28.2
White								
Males	46.3	52.5	56.5	56.1	31.9	35.0	39.7	43.4
Females	14.9	10.2	12.9	19.3	23.4	39.0	33.3	26.4
Total White	61.2	62.7	69.4	75.4	55.3	74.0	73.0	69.8
Indian								
Males	1.5	1.7	1.6	-	4.3	-	-	2.0
Females	-	-	-	-	-	1.3	-	-
Total Indian	1.5	1.7	1.6	-	4.3	1.3	-	2.0
Other								
Males	1.5	-	-	-	2.1	-	-	-
Females	-	-	-	-	-	-	-	-
Total Other	1.5	-	-	-	2.1	-	-	-
Total								
Males	83.6	81.3	83.9	77.2	66.0	51.9	61.9	64.3
Females	16.4%	18.7%	16.1%	22.8%	34.0%	48.1%	38.1%	35.7%
Total Number	67	59	62	57	136	77	63	53

AVERAGE AGE
OF NEWLY EMPLOYED ASSISTANT PRINCIPALS
BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	36.0	43.5	40.2	33.8	35.2	41.7	62.5	34.3
Black Females	-	49.3	38.0	48.7	30.1	43.5	44.2	39.8
White Males	38.0	39.2	40.7	38.1	37.0	37.7	44.0	40.8
White Females	40.0	35.5	40.8	40.0	40.4	39.2	40.4	42.5
Indian Males	-	35.5	-	-	-	-	-	-
Indian Females	-	-	-	-	-	-	-	-
Other Males	-	-	-	-	-	-	-	44.9
Other Females	-	-	-	-	-	-	-	-
Yearly Average	38.3	40.5	40.4	38.6	38.5	39.6	42.4	41.1

AVERAGE YEARS OF EXPERIENCE OF NEWLY EMPLOYED ASSISTANT PRINCIPALS BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	12.3	17.1	14.1	8.3	8.3	15.2	38.0	9.0
Black Females	-	22.7	14.5	25.0	6.0	18.8	22.0	10.0
White Males	11.1	13.9	14.8	13.8	12.5	10.5	17.2	13.8
White Females	13.8	13.0	13.7	14.6	12.1	9.4	13.0	13.1
Indian Males	-	14.0	-	-	-	-	-	-
Indian Females	-	-	-	-	-	-	-	-
Other Males	-	-	-	-	-	-	-	10.0
Other Females	-	-	-	-	-	-	-	-
Yearly Average	11.9	15.3	14.3	13.9	11.7	12.0	15.5	12.8

RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED ASSISTANT PRINCIPALS

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black								
Males	12.5%	21.9%	27.6%	11.1%	8.8%	14.3%	3.0%	5.7%
Females	-	9.4	6.9	3.7	2.9	14.3	3.0	8.6
Total Black	12.5	31.3	34.5	14.8	11.7	28.6	6.0	14.3
White								
Males	62.5	53.1	37.9	51.9	35.3	42.8	33.4	45.7
Females	25.0	12.5	27.6	33.3	53.0	28.6	60.6	37.1
Total White	87.5	65.6	65.5	85.2	88.3	71.4	94.0	82.8
Indian								
Males	-	3.1	-	-	-	-	-	-
Females	-	-	-	-	-	-	-	-
Total Indian	-	3.1	-	-	-	-	-	-
Other								
Males	-	-	-	-	-	-	-	2.9
Females	-	-	-	-	-	-	-	-
Total Other	-	-	-	-	-	-	-	2.9
Total								
Males	75.0	78.1	65.5	63.0	44.1	57.1	36.4	54.3
Females	25.0%	21.9%	34.5%	37.0%	55.9%	42.9%	63.6%	45.7%
Total Number	24	32	29	27	34	35	33	35

ASSISTANT PRINCIPALS

YEARS OF EXPERIENCE	RACE						SUBTOTAL BY EXPERIENCE LEVEL
	WHITE		BLACK		OTHER		
	Number	Percent*	Number	Percent*	Number	Percent*	
0	3	50.00	3	50.00	0	0.00	6
1	1	100.00	0	0.00	0	0.00	1
2	2	66.67	1	33.33	0	0.00	3
3	4	57.14	3	42.86	0	0.00	7
4	2	66.67	1	33.33	0	0.00	3
5	8	80.00	2	20.00	0	0.00	10
6	12	66.67	6	33.33	0	0.00	18
7	19	67.86	9	32.14	0	0.00	28
8	22	59.50	15	40.54	0	0.00	37
9	31	63.27	17	34.69	1	2.04	49
10	40	74.07	12	22.22	2	3.70	54
11	46	71.88	18	28.13	0	0.00	64
12	64	66.67	32	33.33	0	0.00	96
13	71	78.89	18	20.00	1	1.11	90
14	73	82.02	16	17.98	0	0.00	89
15	46	76.67	14	23.33	0	0.00	60
16	78	82.98	15	15.96	1	1.06	94
17	85	84.16	16	15.84	0	0.00	101
18	67	82.72	12	14.81	2	2.47	81
19	56	74.67	18	24.00	1	1.33	75
20	36	61.02	21	35.59	2	3.39	59
21	33	73.33	11	24.44	1	2.22	45
22	37	72.55	14	27.45	0	0.00	51
23	28	59.57	19	40.43	0	0.00	47
24	20	52.63	18	47.37	0	0.00	38
25	29	74.36	10	25.64	0	0.00	39
26	36	75.00	11	27.92	1	2.08	48
27	20	68.97	9	31.03	0	0.00	29
28	23	57.50	17	42.50	0	0.00	40
29	11	57.89	8	42.11	0	0.00	19
30	5	33.33	9	60.00	1	6.67	15
31	7	43.75	9	56.25	0	0.00	16
32	4	33.33	8	66.67	0	0.00	12
33	3	60.00	2	40.00	0	0.00	5
34	5	55.56	4	44.44	0	0.00	9
35	3	30.00	7	70.00	0	0.00	10
36	1	16.67	5	83.33	0	0.00	6
37	1	25.00	3	75.00	0	0.00	4
38	0	0.00	2	100.00	0	0.00	2
39	0	0.00	2	100.00	0	0.00	2
40	0	0.00	1	100.00	0	0.00	1
41	0	0.00	0	0.00	0	0.00	0
42	0	0.00	0	0.00	0	0.00	0
43	0	0.00	0	0.00	0	0.00	0
44	0	0.00	0	0.00	0	0.00	0
45	0	0.00	0	0.00	0	0.00	0
46	0	0.00	0	0.00	0	0.00	0
47	0	0.00	1	100.00	0	0.00	1
GRAND TOTAL	1032	70.49	419	28.62	13	0.89	1464

CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT AREA SPECIALISTS

45

CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT AREA SPECIALISTS

This group of certified personnel consists of persons who primarily work out of the central office and usually have systemwide, regional or multiple school responsibilities. Some personnel in this group are administrators and directors or coordinators with responsibility over various subject and support areas. Others in the group are subject or support area specialists. Among the types of personnel in this group are supervisors, vocational education directors, directors of special education, subject area directors, coordinators of media services, school psychologists, social workers and athletic directors.

Characteristics of Central Office Administrators and Subject and Support Area Specialists

The average age of this group increased from 39.5 in 1978-79 to 42.3 in 1986-87. This group's average years of experience has fluctuated, but shows a slight increase from 13.6 in 1978-79 to 14.6 in 1986-87. The percentage of Blacks in this group declined from 14.8 percent in 1978-79 to 12.5 percent in 1986-87. The percent of Indians in this group varies from year-to-year, averaging about 0.6 percent. Although there are year-to-year variations, the percent of males in this group increased slightly from 39.2 percent in 1978-79 to 40.7 percent in 1986-87 and females decreased slightly from 60.8 percent to 59.3 percent over the same period. The percentage of personnel in this group with an advanced degree beyond the bachelors level increased from 48.4 percent in 1978-79 to 58.5 percent in 1986-87.

Characteristics of Central Office Administrators and Subject and Support Area Specialists Leaving

The average age of personnel from this group who left increased from 38.9 in 1978-79 to 40.5 in 1985-86. The average years of experience of persons from this group who left increased from 12.1 in 1978-79 to 12.5 in 1985-86. The racial and sexual composition of persons leaving employment in this group showed year-to-year fluctuations. Between 1978-79 and 1985-86, an average of approximately 13.3 percent of those leaving were Black, 85.3 percent were White, and 1.1 percent were Indian. The male-female mix of those leaving during this period averaged about 33.7 percent male and 66.3 percent female.

Characteristics of Newly Employed Central Office Administrators and Subject and Support Area Specialists

Between 1979-80 and 1986-87, the average age and experience level of new employees in this group declined slightly, although there were year-to-year variations. The average age of new employees in this group did not vary significantly between 1978-79 and 1986-87. The average years of experience declined from 9.1 to 8.7 during the same time. The racial and sexual composition of new employees in this group varies from year-to-year. Between 1979-80 and 1986-87, an average of approximately 14.5 percent of the new employees were Black, 84.4 percent were White, and 1.1 percent were Indian. Over the same time period, about 31.9 percent of the new hires were male and 68.1 percent were female.

AVERAGE AGE OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	41.1	43.5	44.8	44.2	43.7	45.6	44.3	44.2	46.5
Black Females	41.9	40.0	40.7	42.0	41.9	41.9	41.9	41.7	41.4
White Males	40.2	41.2	40.9	42.2	42.3	43.1	43.2	44.0	43.7
White Females	38.5	38.8	39.4	39.6	40.1	40.4	40.4	41.0	41.1
Indian Males	30.9	52.5	-	50.0	49.3	43.8	43.6	46.4	43.6
Indian Females	32.6	32.5	37.9	31.6	30.1	32.4	33.1	39.8	42.6
Other Males	46.9	47.9	43.5	49.9	45.5	51.9	52.9	53.9	-
Other Females	30.0	35.0	40.0	40.0	46.9	42.0	43.5	37.9	39.2
Yearly Average	39.5	40.0	40.3	41.0	41.3	41.8	41.8	42.4	42.3

AVERAGE YEARS OF EXPERIENCE OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	15.4	16.2	17.1	16.7	16.8	17.8	15.9	16.3	20.0
Black Females	17.1	14.4	14.6	16.0	16.0	14.5	13.7	15.0	14.7
White Males	14.8	14.5	14.1	15.6	15.9	15.6	15.7	16.4	16.6
White Females	11.9	11.4	12.3	12.2	12.7	12.2	12.0	12.5	12.7
Indian Males	5.7	23.0	-	4.0	13.0	14.3	16.0	9.0	12.7
Indian Females	8.0	8.7	4.5	6.2	8.0	7.6	10.0	10.3	10.0
Other Males	21.0	21.0	18.0	12.0	20.5	24.0	25.0	26.0	-
Other Females	9.0	7.5	7.0	23.0	14.0	12.5	10.5	12.0	12.3
Yearly Average	13.6	13.0	13.4	14.1	14.5	14.1	13.8	14.4	14.6

RACIAL AND SEXUAL COMPOSITION OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black									
Males	4.0%	4.4%	4.4%	4.7%	4.5%	5.2%	4.5%	4.4%	4.0%
Females	10.8	9.6	9.9	9.5	9.8	8.6	8.8	8.2	8.5
Total Black	14.8	14.0	14.3	14.2	14.3	13.8	13.3	12.6	12.5
White									
Males	34.9	35.9	37.6	38.7	39.1	40.1	39.1	39.2	36.4
Females	49.0	49.4	47.8	46.3	45.8	44.7	47.0	47.3	50.3
Total White	83.9	85.3	85.4	85.0	84.9	84.8	86.1	86.5	86.7
Indian									
Males	.2	.1	-	.1	.2	.5	.2	.2	.3
Females	.9	.4	.1	.4	.2	.6	.1	.3	.2
Total Indian	1.1	.5	.1	.5	.4	1.1	.3	.5	.5
Other									
Males	.1	.1	.1	.1	.2	.1	.1	.1	-
Females	.1	.1	.1	.2	.2	.2	.2	.3	.3
Total Other	.2	.2	.2	.3	.4	.3	.3	.4	.3
Total									
Males	39.2	40.5	42.1	43.6	44.0	45.9	43.9	43.9	40.7
Females	60.8%	59.5%	57.9%	56.4%	56.0%	54.1%	56.1%	56.1%	59.3%
Total Number	1254	1347	1308	1299	1235	1180	1192	1172	1191

HIGHEST DEGREE HELD BY CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT AREA SPECIALISTS

DEGREE	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Less Than Bachelors	1.3%	1.6%	1.9%	1.6%	1.0%	1.0%	.8%	1.2%	.4%
Bachelors	50.3	52.7	49.7	47.7	47.3	46.5	45.4	43.5	41.1
Masters	43.8	39.9	41.6	43.9	42.7	40.4	41.1	40.8	41.2
Sixth Year	2.9	3.9	5.0	4.9	7.1	9.5	10.1	11.6	14.9
Doctorate	1.7%	1.9%	1.8%	1.9%	1.9%	2.6%	2.6%	2.9%	2.4%

AVERAGE AGE
OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS WHO LEFT BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	40.6	37.8	53.5	47.2	38.4	52.7	32.0	46.0
Black Females	39.4	39.0	36.7	42.6	39.7	45.6	41.0	49.0
White Males	38.7	42.7	38.5	42.0	44.2	45.0	41.1	47.7
White Females	39.1	38.8	39.7	39.4	39.6	37.5	39.5	41.0
Indian Males	-	52.5	-	-	-	-	-	-
Indian Females	26.5	26.2	45.7	32.5	31.1	28.9	-	51.8
Other Males	-	-	-	-	40.1	-	-	-
Other Females	-	31.0	-	-	41.3	-	-	
Yearly Average	38.9	39.9	39.5	40.7	40.9	41.1	40.1	40.5

AVERAGE YEARS OF EXPERIENCE OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS WHO LEFT BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	14.7	11.3	23.3	16.3	11.3	25.5	9.0	9.3
Black Females	15.0	12.8	8.3	15.2	13.7	17.5	12.6	22.9
White Males	11.8	15.3	12.3	13.8	16.2	16.1	13.9	15.7
White Females	11.7	10.7	10.9	11.4	11.4	9.8	11.3	12.4
Indian Males	-	23.0	-	-	-	-	-	-
Indian Females	2.5	3.7	4.0	5.5	9.0	5.0	-	6.0
Other Males	-	-	-	-	17.0	-	-	-
Other Females	-	9.0	-	-	19.0	-	-	
Yearly Average	12.1	12.3	11.5	12.6	13.0	13.1	12.3	12.5

RACIAL AND SEXUAL COMPOSITION OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS WHO LEFT

Leaving After	78/79	79/80	8081	81/82	82/83	83/84	84/85	85/86
Black								
Males	5.1%	2.8%	3.3%	5.6%	5.1%	3.7%	1.7%	5.9%
Females	9.7	8.0	9.2	10.5	8.7	10.2	10.3	6.9
Total Black	14.8	10.8	12.5	16.1	13.8	13.9	12.0	12.8
White								
Males	25.6	31.9	32.4	25.3	27.6	32.4	33.3	26.5
Females	58.5	54.9	54.6	57.4	56.5	50.9	54.7	59.8
Total White	84.1	86.8	87.0	82.7	84.1	83.3	88.0	86.3
Indian								
Males	-	.5	-	-	-	-	-	-
Females	1.1	1.4	.5	1.2	.7	2.8	-	.9
Total Indian	1.1	1.9	.5	1.2	.7	2.8	-	.9
Other								
Males	-	-	-	-	.7	-	-	-
Females	-	.5	-	-	.7	-	-	-
Total Other	-	.5	-	-	1.4	-	-	-
Total								
Males	30.7	35.2	35.7	30.9	33.4	36.1	35.0	32.4
Females	69.3%	64.8%	64.3%	69.1%	66.6%	63.9%	65.0%	67.6%
Total Number	176	213	185	162	138	108	117	102

AVERAGE AGE OF NEWLY EMPLOYED CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	41.5	36.5	42.8	34.0	43.3	41.6	38.1	38.0
Black Females	36.9	36.1	39.6	33.5	35.5	35.7	39.8	37.1
White Males	39.4	34.2	42.7	34.4	38.0	34.2	40.9	38.3
White Females	36.3	34.7	36.2	34.2	35.7	34.1	37.5	37.5
Indian Males	52.5	-	-	-	36.7	-	-	-
Indian Females	-	45.7	30.8	-	28.9	33.1	38.6	-
Other Males	-	-	-	-	-	-	-	-
Other Females	39.0	-	-	-	-	-	-	-
Yearly Average	37.6	35.0	38.6	34.2	36.4	34.7	38.6	37.7

AVERAGE YEARS OF EXPERIENCE OF NEWLY EMPLOYED CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	10.9	7.9	13.9	5.8	16.6	8.9	5.0	13.0
Black Females	10.3	8.8	10.7	6.4	5.6	6.8	12.5	7.7
White Males	10.2	6.9	14.0	7.9	9.3	6.3	11.5	9.3
White Females	8.2	7.9	7.8	6.6	7.1	4.9	8.6	8.3
Indian Males	23.0	-	-	-	10.0	-	-	-
Indian Females	-	4.0	5.3	-	5.0	10.0	3.0	-
Other Males	-	-	-	-	-	-	-	-
Other Females	6.0	-	-	-	-	-	-	-
Yearly Average	9.1	7.8	10.1	7.0	7.9	5.7	9.4	8.7

RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black								
Males	4.6%	4.2%	5.4%	4.1%	4.1%	6.4%	4.3%	3.1%
Females	11.1	18.2	10.2	10.6	5.7	8.8	8.0	7.0
Total Black	15.7	22.4	15.6	14.7	9.8	15.2	12.3	10.1
White								
Males	27.2	23.0	27.7	38.2	26.0	24.8	24.7	25.0
Females	56.3	54.0	54.7	47.1	61.0	59.2	61.6	64.9
Total White	83.5	77.0	82.4	85.3	87.0	84.0	86.3	89.9
Indian								
Males	.4	-	-	-	.8	-	-	-
Females	-	.6	2.0	-	2.4	.8	1.4	-
Total Indian	.4	.6	2.0	-	3.2	.8	1.4	-
Other								
Males	-	-	-	-	-	-	-	-
Females	.4	-	-	-	-	-	-	-
Total Other	.4	-	-	-	-	-	-	-
Total								
Males	32.2	27.2	33.1	42.3	30.9	31.2	29.0	28.1
Females	67.8%	72.8%	66.9%	57.7%	69.1%	68.8%	69.6%	71.9%
Total								
Number	279	165	148	123	123	125	138	128

CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS

YEARS OF EXPERIENCE	RACE						SUBTOTAL BY EXPERIENCE LEVEL
	WHITE		BLACK		OTHER		
	Number	Percent*	Number	Percent*	Number	Percent*	
0	29	85.29	5	14.71	0	0.00	34
1	26	92.86	2	7.14	0	0.00	28
2	34	91.89	3	8.11	0	0.00	37
3	37	88.10	5	11.90	0	0.00	42
4	33	91.67	3	8.33	0	0.00	36
5	23	82.14	5	17.86	0	0.00	28
6	35	94.59	2	5.41	0	0.00	37
7	36	85.71	6	14.29	0	0.00	42
8	24	80.00	4	13.33	0	0.00	30
9	53	89.83	5	8.47	2	6.67	59
19	42	89.36	5	10.64	1	1.67	47
11	43	84.31	8	15.69	0	0.00	51
12	50	84.75	6	10.17	0	0.00	59
13	50	86.21	8	13.79	3	5.08	58
14	48	88.89	5	9.26	0	0.00	54
15	34	89.47	4	10.53	1	1.85	38
16	37	78.72	9	19.15	0	0.00	47
17	43	87.76	5	10.20	1	2.13	49
18	27	87.10	4	12.90	1	2.04	31
19	31	91.18	3	8.82	0	0.00	34
20	31	100.00	0	0.00	0	0.00	31
21	40	97.56	1	2.44	0	0.00	41
22	29	85.29	5	14.71	0	0.00	34
23	31	91.18	3	8.82	0	0.00	34
24	22	78.57	6	21.43	0	0.00	28
25	24	85.71	4	14.29	0	0.00	28
26	20	86.96	3	13.04	0	0.00	23
27	25	80.65	6	19.35	0	0.00	31
28	15	75.00	5	25.00	0	0.00	20
29	14	70.00	6	30.00	0	0.00	20
30	9	81.82	2	18.18	0	0.00	11
31	9	90.00	1	10.00	0	0.00	10
32	5	71.43	2	28.57	0	0.00	7
33	9	81.82	2	18.18	0	0.00	11
34	1	100.00	0	0.00	0	0.00	1
35	5	100.00	0	0.00	0	0.00	5
36	6	85.71	1	14.29	0	0.00	7
37	1	33.33	2	66.67	0	0.00	3
38	1	50.00	1	50.00	0	0.00	2
39	0	0.00	1	100.00	0	0.00	1
40	1	100.00	0	0.00	0	0.00	1
41	0	0.00	0	0.00	0	0.00	0
42	0	0.00	0	0.00	0	0.00	
43	0	0.00	0	0.00	0	0.00	0
44	0	0.00	1	100.00	0	0.00	1
45							
46							
47							
GRAND TOTAL	1033	86.73	149	12.51	9	0.76	1191

LIBRARIANS

LIBRARIANS

Characteristics of Librarians

The average age of librarians increased from 42.7 in 1978-79 to 44.5 in 1986-87 and their average experience level fluctuated from year-to-year, averaging about 15.2 years of experience over this period. The racial composition of librarians shows a decline in the percentage of Blacks, and a small increase in the percent of Whites and Indians. Between 1978-79 and 1986-87, the percentage of Black librarians decreased from 19.5 to 17.7 percent, White librarians increased from 79.5 to 81.0 percent and Indian librarians increased from 0.7 to 1.1 percent of the total. Over the same period, the male-female composition of librarians remained relatively constant, averaging about 3.7 percent male and 96.3 percent female. Between 1978-79 and 1986-87, the percentage of librarians holding advanced degrees increased. In 1978-79, 43.5 percent of all librarians held advanced degrees beyond the bachelors level. By 1986-87, 57.3 percent of the librarians had advanced degrees.

Characteristics of Librarians Leaving

The average age of librarians leaving fluctuated from year-to-year, averaging about 46.0 years over the eight-year period from 1978-79 to 1985-86. Over the same period, the average years of experience of those leaving varied, averaging about 16.4 years. The racial composition of persons leaving librarian positions shows considerable year-to-year variation, and does not indicate a clear trend as far as the race of those leaving is concerned. The male-female composition of persons leaving librarian positions varied from year-to-year, but shows a trend toward a higher percent of males leaving and a lower percent of females leaving. Over the eight-year period from 1978-79 to 1985-86, males averaged about 5.1 percent of those leaving and females averaged 94.9 percent of those leaving.

Characteristics of Newly Employed Librarians

The average age of newly employed librarians has increased over the 1979-80 to 1986-87 period. Between 1979-80 and 1986-87, the average age of newly employed librarians increased from 34.5 to 39.5. The average experience level of new librarians varies from year-to-year, averaging about 7.0 years of experience over the period from 1979-80 to 1986-87. The percentage of Blacks hired as librarians dropped significantly from 15.9 percent in 1979-80 to 11.9 percent in 1986-87. Over the same period, the percent of newly employed White librarians increased from 82.4 percent to 86.1 percent. The number of newly employed Indian librarians is too small to indicate any trend. The male-female composition of newly employed librarians varies considerably from year-to-year, with no clear trend. Over the eight-year period from 1979-80 to 1986-87, about 4.8 percent of the new librarians were male and about 95.2 percent were female.

AVERAGE AGE OF LIBRARIANS BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	40.1	36.7	37.5	42.1	44.2	43.8	45.0	42.7	36.1
Black Females	44.5	44.0	44.9	45.2	45.4	45.7	46.5	46.6	46.8
White Males	41.0	40.4	42.0	42.5	43.7	44.3	43.2	43.1	43.6
White Females	42.4	42.2	42.6	42.9	42.8	43.3	43.7	43.6	44.1
Indian Males	-	44.6	-	-	35.5	36.8	37.5	38.5	39.5
Indian Females	43.8	42.8	44.5	42.1	38.8	38.4	38.3	39.1	38.9
Other Males	-	-	53.0	-	-	-	-	-	-
Other Females	40.5	39.7	35.7	41.8	46.2	43.5	45.4	46.4	47.3
Yearly Average	42.7	42.5	42.9	43.3	43.2	43.7	44.1	44.1	44.5

AVERAGE YEARS OF EXPERIENCE OF LIBRARIANS BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	14.1	10.0	11.9	16.2	18.1	17.2	18.9	15.3	10.3
Black Females	19.8	18.7	19.6	19.9	20.0	19.2	20.0	20.3	21.1
White Males	14.1	13.8	15.1	15.8	16.8	17.2	15.8	16.1	16.2
White Females	14.5	13.5	13.9	14.3	14.2	13.6	14.2	14.3	14.8
Indian Males	-	23.0	-	-	13.0	13.0	13.0	14.0	15.0
Indian Females	19.9	17.8	19.1	17.4	13.9	12.7	12.3	12.7	13.3
Other Males	-	-	29.0	-	-	-	-	-	-
Other Females	11.8	11.3	7.6	12.0	13.2	11.2	13.5	14.5	15.5
Yearly Average	15.5	14.5	15.0	15.4	15.4	14.8	15.2	15.4	15.8

RACIAL AND SEXUAL COMPOSITION OF LIBRARIANS

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black									
Males	.4%	.2%	.4%	.5%	.5%	.3%	.3%	.4%	.2%
Females	19.1	18.8	18.7	18.1	18.1	18.3	17.6	17.6	17.5
Total Black	19.5	19.0	19.1	18.6	18.6	18.6	17.9	18.0	17.7
White									
Males	3.0	3.5	4.0	3.6	3.3	3.1	3.0	3.0	3.0
Females	76.5	76.4	75.8	76.9	77.0	77.0	77.8	77.7	78.0
Total White	79.5	79.9	79.8	80.5	80.3	80.1	80.8	80.7	81.0
Indian									
Males	-	.1	-	-	.1	.1	.1	.1	.1
Females	.7	.7	.7	.7	.8	.9	1.0	1.0	1.0
Total Indian	.7	.8	.7	.7	.9	1.0	1.1	1.1	1.1
Other									
Males	-	-	.1	-	-	-	-	-	-
Females	.3	.3	.3	.2	.2	.3	.2	.2	.2
Total Other	.3	.3	.4	.2	.2	.3	.2	.2	.2
Total									
Males	3.4	3.8	4.5	4.1	3.9	3.5	3.4	3.5	3.3
Females	96.6%	96.2%	95.5%	95.9%	96.1%	96.5%	96.6%	96.5%	96.7%
Total									
Number	1849	1959	1943	1926	1939	1950	1962	1970	1947

HIGHEST DEGREE HELD BY LIBRARIANS

DEGREE	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Less Than Bachelors	.4%	.1%	.1%	.2%	.3%	.3%	.5%	.2%	.2%
Bachelors	56.1	56.1	53.8	50.7	49.7	48.4	46.8	44.4	42.5
Masters	43.1	43.4	45.6	48.7	49.5	50.8	51.5	54.1	56.1
Sixth Year	.4	.4	.4	.4	.5	.5	1.1	1.2	1.1
Doctorate	-	-	.1%	-	-	-	.1%	.1%	.1%

AVERAGE AGE OF LIBRARIANS LEAVING BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	-	-	25.1	29.1	59.0	-	-	54.8
Black Females	47.9	49.6	48.7	54.6	45.8	46.5	51.9	49.7
White Males	56.9	36.0	41.1	35.8	53.1	54.8	44.9	43.8
White Females	44.3	44.8	45.6	47.5	44.4	43.4	49.0	46.0
Indian Males	-	-	-	-	35.3	-	-	-
Indian Females	61.0	28.5	47.5	59.8	-	-	38.6	-
Other Males	-	-	-	-	-	-	-	-
Other Females	41.1	55.3	30.9	-	-	40.1	-	
Yearly Average	45.3	45.1	45.5	47.7	45.1	44.1	48.9	46.5

AVERAGE YEARS OF EXPERIENCE OF LIBRARIANS LEAVING BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	-	-	2.0	4.0	35.5	-	-	27.0
Black Females	21.5	22.6	23.2	27.2	21.9	21.2	23.7	21.2
White Males	24.5	20.0	11.7	10.5	22.6	21.8	16.3	15.1
White Females	14.4	14.9	15.7	17.5	15.5	11.4	17.1	16.0
Indian Males	-	-	-	-	13.0	-	-	-
Indian Females	35.0	7.0	20.0	35.0	-	-	11.7	-
Other Males	-	-	-	-	-	-	-	-
Other Females	8.0	32.0	3.7	-	-	6.0	-	
Yearly Average	16.0	15.9	16.4	18.5	17.0	12.9	17.9	16.9

RACIAL AND SEXUAL COMPOSITION OF LIBRARIANS LEAVING

Leaving After	78/79	79/80	8081	81/82	82/83	83/84	84/85	85/86
Black								
Males	-	-	.6%	.6%	1.7%	-	-	1.8%
Females	19.3	10.0	13.8	13.4	13.0	12.3	14.3	14.4
Total Black	19.3	10.0	14.4	14.0	14.7	12.3	14.3	16.2
White								
Males	1.4	2.0	4.8	6.4	4.4	3.8	5.7	6.3
Females	77.9	86.6	76.6	78.3	80.0	83.1	77.9	77.5
Total White	79.3	88.6	81.4	84.7	84.4	86.9	83.6	83.8
Indian								
Males	-	-	-	-	.9	-	-	-
Females	.7	.7	2.4	1.3	-	-	2.1	-
Total Indian	.7	.7	2.4	1.3	.9	-	2.1	-
Other								
Males	-	-	-	-	-	-	-	-
Females	.7	.7	1.8	-	-	.8	-	-
Total Other	.7	.7	1.8	-	-	.8	-	-
Total								
Males	1.4	2.0	5.4	7.0	7.0	3.8	5.7	8.1
Females	98.6%	98.0%	94.6%	93.0%	93.0%	96.2%	94.3%	91.9%
Total								
Number	140	150	167	157	115	130	140	111

AVERAGE AGE OF NEWLY EMPLOYED LIBRARIANS BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	24.1	-	35.7	-	-	-	25.0	31.1
Black Females	34.4	39.9	37.0	35.9	34.7	39.1	42.9	39.1
White Males	33.9	47.4	41.8	49.6	46.0	36.0	41.4	37.3
White Females	34.6	36.6	37.2	35.6	37.7	38.0	37.1	40.0
Indian Males	44.6	-	-	35.5	-	37.5	-	-
Indian Females	-	38.1	27.4	28.3	27.6	28.8	43.2	34.2
Other Males	-	-	-	-	-	-	-	-
Other Females	35.2	-	-	-	43.1	-	-	-
Yearly Average	34.5	37.2	37.2	35.8	37.4	37.7	38.0	39.5

AVERAGE YEARS OF EXPEREINCE OF NEWLY EMPLOYED LIBRARIANS BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	1.0	-	3.0	-	-	-	1.0	2.0
Black Females	9.2	14.4	14.4	7.6	6.8	12.4	12.0	12.4
White Males	10.3	15.3	11.0	20.5	19.0	5.7	12.9	8.4
White Females	6.0	7.3	7.5	5.7	5.8	6.2	5.3	6.8
Indian Males	23.0	-	-	13.0	-	13.0	-	-
Indian Females	-	5.0	4.0	1.0	3.5	2.3	0.0	6.0
Other Males	-	-	-	-	-	-	-	-
Other Females	5.5	-	-	-	8.5	-	-	-
Yearly Average	6.8	8.1	8.3	6.2	6.1	6.6	6.5	7.5

RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED LIBRARIANS

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black								
Males	.6%	-	.8%	-	-	-	.8%	1.0%
Females	15.3	8.1	10.8	10.5	12.3	7.4	11.5	10.9
Total Black	15.9	8.1	11.6	10.5	12.3	7.4	12.3	11.9
White								
Males	5.6	2.4	2.5	1.5	.9	6.5	6.6	6.9
Females	76.8	88.7	85.1	86.6	83.0	82.8	80.3	79.2
Total White	82.4	91.1	87.6	88.1	83.9	89.3	86.9	86.1
Indian								
Males	.6	-	-	.7	-	.8	-	-
Females	-	.8	.8	.7	1.9	2.5	.8	2.0
Total Indian	.6	.8	.8	1.4	1.9	3.3	.8	2.0
Other								
Males	-	-	-	-	-	-	-	-
Females	1.1	-	-	-	-	1.9	-	-
Total Other	1.1	-	-	-	-	1.9	-	-
Total								
Males	6.8	2.4	3.3	2.2	.9	7.3	7.4	7.9
Females	93.2%	97.6%	96.7%	97.8%	99.1%	92.7%	92.6%	92.1%
Total								
Number	177	123	121	134	106	122	122	101

LIBRARIANS

YEARS OF EXPERIENCE	RACE						SUBTOTAL BY EXPERIENCE LEVEL
	WHITE		BLACK		OTHER		
	Number	Percent*	Number	Percent*	Number	Percent*	
0	19	100.00	0	0.00	0	0.00	19
1	26	89.66	2	6.90	1	3.45	29
2	24	77.42	6	19.35	1	3.23	31
3	41	91.11	3	6.67	1	2.22	45
4	41	89.13	4	8.70	1	2.17	46
5	42	89.36	5	10.64	0	0.00	47
6	48	96.00	2	4.00	0	0.00	50
7	54	93.10	3	5.17	1	1.72	58
8	56	90.32	5	8.06	1	1.61	62
9	58	84.06	9	13.04	2	2.90	69
10	72	91.14	6	7.59	1	1.27	79
11	62	81.58	13	17.11	1	1.32	76
12	86	86.00	13	13.00	1	1.00	100
13	88	91.67	7	7.29	1	1.04	96
14	82	89.13	7	7.61	3	3.26	92
15	77	81.05	17	17.89	1	1.05	95
16	70	87.50	8	10.00	2	2.50	80
17	90	92.78	6	6.19	1	1.03	97
18	75	80.65	18	19.35	0	0.00	93
19	59	76.62	18	23.38	0	0.00	77
20	57	78.08	15	20.55	1	1.37	73
21	51	83.61	10	16.39	0	0.00	61
22	50	78.13	13	20.31	1	1.56	64
23	38	73.08	13	25.00	1	1.92	52
24	29	70.73	12	29.27	0	0.00	41
25	34	68.00	15	30.00	1	2.00	50
26	22	62.86	13	37.14	0	0.00	35
27	23	58.97	16	41.03	0	0.00	39
28	16	59.26	10	37.04	1	3.70	27
29	15	50.00	14	46.67	1	3.33	30
30	15	55.56	12	44.44	0	0.00	27
31	16	66.67	8	33.33	0	0.00	24
32	6	46.15	7	53.85	0	0.00	13
33	12	57.14	9	42.86	0	0.00	21
34	13	65.00	7	35.00	0	0.00	20
35	1	33.33	2	66.67	0	0.00	3
36	4	57.14	3	42.86	0	0.00	7
37	2	33.33	4	66.67	0	0.00	6
38	2	40.00	3	60.00	0	0.00	5
39	1	25.00	3	75.00	0	0.00	4
40	0	0.00	0	0.00	0	0.00	0
41	0	0.00	2	100.00	0	0.00	2
42	0	0.00	1	100.00	0	0.00	1
43	0	0.00	1	100.00	0	0.00	1
GRAND TOTAL	1577	81.00	345	17.72	25	1.28	1947

GUIDANCE COUNSELORS

GUIDANCE COUNSELORS

Characteristics of Guidance Counselors

The average age of guidance counselors increased from 40.4 in 1978-79 to 42.5 in 1986-87. Over the same period, the average experience level varied, averaging 14.6 years of experience. The racial composition of the guidance counselor staff remained relatively constant between 1978-79 and 1986-87, with Blacks comprising an average of 23.2 percent of the staff, Whites about 75.6 percent, and Indians about 1.0 percent. Between 1978-79 and 1986-87, males declined from 27.9 to 23.1 percent of the guidance staff and females increased from 72.1 to 76.9 percent of the staff. From 1978-79 to 1986-87, the percent of guidance counselors with advanced degrees remained relatively constant. In 1978-79, 91.3 percent held advanced degrees and in 1986-87, 92.2 percent held advanced degrees. However, in 1986-87, a higher percent (5.7%) held sixth year certificates or doctorates than the 2.6 percent of the guidance counselors that held these degrees in 1978-79.

Characteristics of Guidance Counselors Leaving

The average age of guidance counselors who left increased from 40.1 in 1978-79 to 45.1 in 1985-86; however, there were significant fluctuations from year-to-year. The experience level of those leaving increased from 12.7 in 1978-79 to 15.6 in 1985-86, but there were significant variations from year-to-year. Of the guidance counselors leaving between 1978-79 and 1985-86, an average of about 20.7 percent were Black, 78.4 percent were White, and 0.9 percent were Indian. During the same period, the percentage of males leaving decreased slightly from 25.6 percent in 1978-79 to 24.2 percent in 1985-86 and the percent of females leaving increased from 74.4 to 75.8 percent, although there were significant variations among years.

Characteristics of Newly Employed Guidance Counselors

The average age of new guidance counselors increased from 33.9 in 1979-80 to 36.8 in 1986-87. Although there were yearly variations, the average years of experience of new guidance counselors increased from 6.1 in 1979-80 to 6.6 in 1986-87. The racial and sexual mix of new guidance counselors varied from year-to-year. Over the eight-year period from 1979-80 to 1986-87, Blacks comprised an average of 20.9 percent of the newly hired guidance counselors and Whites made up an average of 78.1 percent of those hired. Indians made up about 1.0 percent of the counselors hired over the same period. The percent of males dropped from 26.4 percent in 1979-80 to 16.6 percent in 1986-87 and the percent of females increased from 73.6 percent to 83.4 percent over the same time period.

AVERAGE AGE OF GUIDANCE COUNSELORS BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	38.9	38.8	38.8	40.7	40.9	41.5	42.0	41.2	42.8
Black Females	41.8	41.5	41.7	42.2	42.3	42.5	42.2	42.1	42.6
White Males	40.0	40.0	40.7	41.4	41.9	42.0	42.0	42.4	43.4
White Females	40.3	40.2	40.6	41.2	41.5	41.7	42.2	42.0	42.1
Indian Males	43.3	43.3	42.2	43.2	44.2	43.2	42.8	45.1	46.9
Indian Females	37.3	39.2	40.0	41.6	43.6	42.4	42.2	43.2	42.7
Other Males	32.4	-	34.4	35.4	-	37.4	46.5	41.9	42.9
Other Females	38.5	42.7	37.6	38.1	46.4	48.1	49.1	54.7	46.7
Yearly Average	40.4	40.3	40.6	41.3	41.6	41.7	42.1	42.1	42.5

AVERAGE YEARS OF EXPERIENCE OF GUIDANCE COUNSELORS BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	14.5	13.4	14.0	16.1	16.0	15.7	15.7	14.8	17.0
Black Females	17.4	16.1	16.4	16.9	17.2	16.3	15.8	15.7	16.3
White Males	14.2	13.5	14.1	15.0	15.5	14.8	14.9	15.2	16.0
White Females	14.2	13.2	13.6	14.2	14.4	13.5	13.8	13.4	13.5
Indian Males	20.4	19.0	17.7	18.7	19.7	17.5	17.0	20.1	22.6
Indian Females	15.9	16.7	16.6	18.7	21.5	18.2	20.1	18.7	16.1
Other Males	4.0	-	6.0	7.0	-	8.0	8.0	6.0	7.0
Other Females	14.0	15.5	13.3	14.5	21.7	16.5	17.5	25.0	20.5
Yearly Average	14.9	13.9	14.3	15.0	15.3	14.4	14.5	14.3	14.7

RACIAL AND SEXUAL COMPOSITION OF GUIDANCE COUNSELORS

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black									
Males	5.3%	5.2%	5.0%	5.1%	4.6%	4.6%	4.2%	4.6%	4.1%
Females	18.1	18.5	18.4	18.1	17.9	18.4	19.4	18.8	18.3
Total Black	23.4	23.7	23.4	23.2	22.5	23.0	23.6	23.4	22.4
White									
Males	22.2	22.5	20.7	20.7	20.0	20.0	20.0	18.9	18.5
Females	53.4	52.8	54.5	54.7	56.4	55.9	55.3	56.5	57.6
Total White	75.6	75.3	75.2	75.4	76.4	75.9	75.3	75.4	76.1
Indian									
Males	.3	.4	.4	.4	.4	.4	.4	.4	.3
Females	.5	.4	.7	.7	.5	.5	.5	.5	.9
Total Indian	.8	.8	1.1	1.1	.9	.9	.9	.9	1.2
Other									
Males	.1	-	.1	.1	-	.1	.1	.2	.2
Females	.1	.2	.2	.2	.2	.1	.1	.1	.1
Total Other	.2	.2	.3	.3	.2	.2	.2	.3	.3
Total									
Males	27.9	28.1	26.2	26.3	25.0	25.1	24.7	24.1	23.1
Females	72.1%	71.9%	73.8%	73.7%	75.0%	74.9%	75.3%	75.9%	76.9%
Total									
Number	1555	1656	1666	1638	1622	1698	1802	1944	1935

HIGHEST DEGREE HELD BY GUIDANCE COUNSELORS

DEGREE	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Less Than Bachelors	.1%	.1%	-	-	-	.1%	.2%	.1%	.1%
Bachelors	8.6	10.2	8.7	6.6	5.9	7.5	8.9	8.7	7.7
Masters	88.7	87.5	88.6	90.5	91.1	88.6	86.4	86.1	86.5
Sixth Year	2.1	1.7	2.2	2.6	2.6	3.3	3.7	4.3	4.9
Doctorate	.5%	.5%	.5%	.3%	.4%	.5%	.8%	.8%	.8%

AVERAGE AGE OF GUIDANCE COUNSELORS LEAVING BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	39.5	37.0	32.0	53.7	47.4	39.6	49.5	39.2
Black Females	42.7	41.1	38.4	48.1	48.9	53.7	42.0	44.3
White Males	39.2	39.7	37.8	43.3	44.7	43.2	43.6	46.7
White Females	40.0	38.8	39.1	41.6	43.6	40.1	44.3	45.3
Indian Males	-	-	-	-	43.8	-	-	42.1
Indian Females	31.5	-	33.7	41.0	42.7	36.3	-	-
Other Males	-	-	-	-	-	-	-	-
Other Females	-	-	-	-	-	-	-	-
Yearly Average	40.1	39.4	38.2	43.3	44.5	41.9	43.9	45.1

AVERAGE YEARS OF EXPERIENCE
OF GUIDANCE COUNSELORS LEAVING BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	9.6	7.7	6.2	29.2	21.0	11.4	23.8	10.7
Black Females	16.3	14.9	12.6	19.6	23.5	28.0	15.0	17.2
White Males	10.8	11.9	10.3	15.4	15.7	13.0	15.1	16.9
White Females	12.8	11.6	12.4	14.0	15.1	11.7	15.6	15.1
Indian Males	-	-	-	-	21.0	-	-	19.0
Indian Females	11.0	-	4.0	14.5	21.0	14.0	-	-
Other Males	-	-	-	-	-	-	-	-
Other Females	-	-	-	-	-	-	-	-
Yearly Average	12.7	12.2	11.6	15.7	16.5	13.6	15.6	15.6

YEARLY RACIAL AND SEXUAL COMPOSITION OF GUIDANCE COUNSELORS LEAVING

Leaving After	78/79	79/80	8081	81/82	82/83	83/84	84/85	85/86
Black								
Males	5.9%	5.0%	6.9%	3.8%	2.7%	6.8%	3.3%	4.7%
Females	12.5	21.8	17.1	14.4	12.6	10.2	20.3	17.2
Total Black	18.4	26.8	24.0	18.2	15.3	17.0	23.6	21.9
White								
Males	19.7	23.2	18.5	22.7	14.4	16.1	17.1	18.7
Females	61.2	50.0	56.8	57.6	67.6	66.1	59.3	58.6
Total White	80.9	73.1	75.3	80.3	82.0	82.2	76.4	77.3
Indian								
Males	-	-	-	-	1.8	-	-	.8
Females	.7	-	.7	1.5	.9	.8	-	-
Total Indian	.7	-	.7	1.5	2.7	.8	-	.8
Other								
Males	-	-	-	-	-	-	-	-
Females	-	-	-	-	-	-	-	-
Total Other	-	-	-	-	-	-	-	-
Total								
Males	25.6	28.2	25.4	26.5	18.9	22.9	20.4	24.2
Females	74.4%	71.8%	74.6%	73.5%	81.1%	77.1%	79.6%	75.8%
Total								
Number	152	142	146	132	111	118	123	128

AVERAGE AGE
OF NEWLY EMPLOYED GUIDANCE COUNSELORS
BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	32.8	34.1	29.4	41.6	37.4	33.1	37.0	36.5
Black Females	32.3	34.5	34.2	33.9	36.3	35.5	35.4	35.6
White Males	35.0	33.6	35.4	36.1	34.2	37.5	37.7	39.1
White Females	34.1	34.6	34.9	35.0	35.9	37.2	36.8	36.7
Indian Males	38.1	33.1	-	-	-	41.1	-	-
Indian Females	-	33.6	-	-	31.8	44.7	38.2	37.6
Other Males	-	-	-	-	-	-	30.8	-
Other Females	-	-	-	-	-	-	-	-
Yearly Average	33.9	34.3	34.7	35.1	35.6	36.8	36.7	36.8

AVERAGE YEARS OF EXPERIENCE OF NEWLY EMPLOYED GUIDANCE COUNSELORS BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	5.0	8.5	3.8	14.7	11.2	3.0	8.1	9.3
Black Females	5.5	7.5	9.8	7.7	8.0	6.8	7.3	7.1
White Males	7.0	5.0	9.5	8.9	6.0	7.8	8.3	8.1
White Females	6.1	7.2	7.9	7.0	6.2	6.1	5.6	6.1
Indian Males	12.0	5.0	-	-	-	18.0	-	-
Indian Females	-	8.0	-	-	0.0	22.0	7.5	5.3
Other Males	-	-	-	-	-	-	0.0	-
Other Females	-	-	-	-	-	-	-	-
Yearly Average	6.1	6.9	8.3	7.6	6.5	6.6	6.4	6.6

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RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED GUIDANCE COUNSELORS

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black								
Males	7.8%	5.8%	4.2%	3.9%	2.9%	4.4%	4.6%	4.4%
Females	16.1	15.9	13.6	18.6	12.9	19.9	16.0	16.2
Total Black	23.9	21.7	17.8	22.5	15.8	24.3	20.6	20.5
White								
Males	18.1	19.6	19.5	10.8	17.3	18.6	13.2	12.2
Females	57.5	56.5	62.7	66.7	66.2	55.9	64.8	65.0
Total White	75.6	76.1	82.2	77.5	83.5	74.5	78.0	77.2
Indian								
Males	.5	.7	-	-	-	.6	-	-
Females	-	1.5	-	-	.7	.6	.9	2.2
Total Indian	.5	2.2	-	-	.7	1.2	.9	2.2
Other								
Males	-	-	-	-	-	-	.5	-
Females	-	-	-	-	-	-	-	-
Total Other	-	-	-	-	-	-	.5	-
Total								
Males	26.4	26.1	23.7	14.7	20.2	23.6	18.3	16.6
Females	73.6%	73.9%	76.3%	85.3%	79.8%	76.4%	81.7%	83.4%
Total								
Number	193	138	118	102	139	161	219	180

GUIDANCE COUNSELORS

YEARS OF EXPERIENCE	RACE						SUBTOTAL BY EXPERIENCE LEVEL
	WHITE		BLACK		OTHER		
	Number	Percent*	Number	Percent*	Number	Percent*	
0	39	82.98	7	14.89	1	2.13	47
1	49	74.24	15	22.73	2	3.03	66
2	28	80.00	6	17.14	1	2.86	35
3	38	82.61	8	17.39	0	0.00	46
4	39	78.00	10	20.00	1	2.00	50
5	34	100.00	0	0.00	0	0.00	34
6	57	85.07	10	14.93	0	0.00	67
7	50	78.13	14	21.88	0	0.00	64
8	51	71.83	19	26.76	1	1.41	71
9	59	73.75	20	25.00	1	1.25	80
10	75	83.33	15	16.67	0	0.00	90
11	81	85.26	12	12.63	2	2.11	95
12	69	75.82	22	24.18	0	0.00	91
13	61	78.21	16	20.51	1	1.28	78
14	70	74.47	24	25.53	0	0.00	94
15	57	74.03	18	23.38	2	2.60	77
16	65	74.71	22	25.29	0	0.00	87
17	74	87.06	8	9.41	3	3.53	85
18	57	81.43	12	17.14	1	1.43	70
19	67	89.33	8	10.67	0	0.00	75
20	52	71.23	20	27.40	1	1.37	73
21	36	66.67	18	33.33	0	0.00	54
22	33	62.26	17	37.08	3	5.66	53
23	30	75.00	10	25.00	0	0.00	40
24	31	62.00	18	36.00	1	2.00	50
25	23	58.97	16	41.03	0	0.00	39
26	31	79.49	5	12.82	3	7.69	39
27	23	67.65	11	32.35	0	0.00	34
28	19	59.38	13	40.63	0	0.00	32
29	18	69.23	8	30.77	0	0.00	26
30	12	66.67	5	27.78	1	5.56	18
31	11	73.33	4	26.67	0	0.00	15
32	8	72.73	3	27.27	0	0.00	11
33	5	62.50	3	37.50	0	0.00	8
34	7	70.00	2	20.00	1	10.00	10
35	3	42.86	4	57.14	0	0.00	7
36	6	85.71	1	14.29	0	0.00	7
37	2	22.22	7	77.78	0	0.00	9
38	1	50.00	0	0.00	1	50.00	2
39	1	25.00	3	75.00	0	0.00	4
40	0	0.00	1	100.00	0	0.00	1
41	0	0.00	0	0.00	0	0.00	0
42	0	0.00	0	0.00	0	0.00	0
43	0	0.00	0	0.00	0	0.00	0
44	0	0.00	0	0.00	0	0.00	0
45	0	0.00	0	0.00	0	0.00	0
46	0	0.00	0	0.00	0	0.00	0
47	1	100.00	0	0.00	0	0.00	1
GRAND TOTAL	1473	76.12	435	22.48	27	1.40	1935

OTHER CERTIFIED PERSONNEL

OTHER CERTIFIED PERSONNEL

This category of certified personnel includes persons whose primary duty did not fit into one of the other classifications. Persons included in this category comprise less than one-half of one percent of all certified personnel. Certified personnel in this group performed duties such as study hall and lunch room supervision, testing, dropout prevention, athletic trainer and operating a learning lab.

Characteristics of Other Certified Personnel

The average age of this group of certified personnel has remained relatively constant, averaging about 38.4 years. This group's experience level varied slightly from year-to-year, averaging about 10.9 years. Blacks comprised 25.0 percent of this group in 1978-79 and 27.9 percent in 1986-87. Whites made up 75.0 percent of these personnel in 1978-79 and 70.7 percent in 1986-87. The number of Indians in this group was too small to indicate any meaningful trend. Over the nine-year period from 1978-79 to 1986-87, males dropped from 59.4 percent in 1978-79 to 28.2 percent in 1986-87, white females in this group increased from 40.6 percent to 71.3 percent. The percentage of people in this group with advanced degrees increased between 1978-79 and 1984-85. In 1978-79, 46.9 percent of the personnel in this group held an advanced degree beyond the bachelors level. By 1986-87, the percent with an advanced degree had increased to 60.4 percent.

Characteristics of Other Certified Personnel Leaving

The average age of persons leaving from this group varied from year-to-year, averaging 39.8 between 1978-79 and 1985-86. Over the same period, the average experience level of those leaving varied from year-to-year, averaging about 11.2 years. The racial composition of those leaving varied considerably from year-to-year. Over the eight-year period from 1978-79 to 1985-86, Blacks averaged about 24.4 percent of those leaving and Whites averaged approximately 74.0 percent of those who left. Indians and other racial groups made up an average of 1.6 percent of those who left between 1978-79 and 1985-86. The male-female composition of those leaving this group varied significantly from year-to-year. The percentage of males leaving over the eight-year period averaged about 38.8 percent, while the average for females was about 61.2 percent.

Characteristics of Newly Employed Other Certified Personnel

The average age of newly employed personnel in this group was relatively constant, averaging approximately 33.8 years of age. The average experience level of new employees in this group varied from year-to-year, averaging about 5.3 years over the eight-year period from 1979-80 to 1986-87. The racial and male-female composition of new employees in this group varied from year-to-year and did not indicate any trend. Between 1978-79 and 1986-87, an average of 28.2 percent of the new employees were Black, and 69.8 percent were White and about 2 percent were Indians. Between 1979-80 and 1986-87, new employees in this category averaged being 38.2 percent male and 61.8 percent female.

AVEARAGE AGE OF OTHER CERTIFIED PERSONNEL BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	45.7	39.6	35.5	35.8	37.8	37.0	38.5	41.0	41.0
Black Females	46.3	36.9	36.1	39.1	40.9	39.0	41.2	40.3	39.5
White Males	38.2	35.9	35.7	36.9	35.9	37.2	37.6	40.8	40.6
White Females	37.3	37.8	36.5	37.5	39.0	39.3	39.7	39.7	39.1
Indian Males	-	41.4	38.2	41.0	-	43.9	43.1	-	41.0
Indian Females	-	-	-	-	34.7	35.7	39.5	-	27.7
Other Males	-	-	-	38.5	-	-	-	-	-
Other Females	-	33.5	27.3	28.3	41.2	-	38.4	38.1	-
Yearly Average	39.9	37.3	35.9	37.2	38.1	38.2	39.0	40.1	39.6

AVERAGE YEARS OF EXPERIENCE OF OTHER CERTIFIED PERSONNEL BY RACE AND SEX

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	18.7	12.2	9.0	9.7	11.0	9.5	10.5	15.0	13.6
Black Females	17.0	11.0	10.9	13.6	14.7	12.0	13.6	13.5	11.7
White Males	12.2	9.3	10.3	10.9	10.0	9.8	10.6	13.7	12.9
White Females	8.6	9.0	8.4	9.0	10.0	9.5	10.2	12.2	10.0
Indian Males	-	2.7	4.0	18.0	-	22.0	16.0	-	15.0
Indian Females	-	-	-	-	9.5	9.5	11.7	-	2.0
Other Males	-	-	-	14.0	-	-	-	-	-
Other Females	-	2.0	4.0	5.0	3.0	-	4.0	8.5	-
Yearly Average	12.6	9.7	9.4	10.5	10.8	10.0	10.9	12.9	11.2

RACIAL AND SEXUAL COMPOSITION OF OTHER CERTIFIED PERSONNEL

	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black									
Males	12.5%	11.8%	13.0%	17.6%	15.2%	16.6%	14.5%	8.0%	8.2%
Females	12.5	17.3	14.4	15.7	14.6	14.0	12.9	17.5	19.7
Total Black	25.0	29.1	27.4	33.3	29.8	30.6	27.4	25.5	27.9
White									
Males	46.9	27.0	30.7	30.5	33.2	34.1	36.7	20.4	19.4
Females	28.1	42.2	39.8	35.0	36.1	34.4	34.3	52.6	51.3
Total White	75.0	69.2	70.5	65.5	69.3	68.5	71.0	73.0	70.7
Indian									
Males	-	1.3	1.7	.6	-	.3	.5	-	1.1
Females	-	-	-	-	.6	.6	.8	-	.3
Total Indian	-	1.3	.7	.6	.6	.9	1.3	-	1.4
Other									
Males	-	-	-	.3	-	-	-	-	-
Females	-	.4	.4	.3	.3	-	.3	1.5	-
Total Other	-	.4	.4	.6	.3	-	.3	1.5	-
Total									
Males	59.4	40.1	45.4	49.0	48.4	51.0	51.7	28.4	28.7
Females	40.6%	59.9%	54.6%	51.0%	51.6%	49.0%	48.3%	71.6%	71.3%
Total									
Number	32	237	284	331	316	308	379	137	356

HIGHEST DEGREE HELD BY OTHER CERTIFIED PERSONNEL

DEGREE	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Less Than Bachelors	-	-	.4%	.3%	.3%	.6%	.8%	1.5%	.6%
Bachelors	53.1	62.4	64.4	65.6	63.9	60.4	68.1	40.9	39.0
Masters	43.8	35.9	33.8	33.2	34.5	38.0	30.3	51.1	57.3
Sixth Year	3.1	1.7	1.4	.6	1.0	1.0	.8	5.8	2.8
Doctorate	-	-	-	.3%	.3%	-	-	.7%	.3%

AVERAGE AGE
OF OTHER CERTIFIED PERSONNEL LEAVING
BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	43.8	46.2	58.2	34.7	49.0	35.0	-	38.5
Black Females	51.3	32.6	29.5	38.9	55.7	38.4	42.5	46.7
White Males	43.8	38.5	34.0	41.1	32.4	36.4	43.7	41.5
White Females	26.4	39.1	34.6	33.5	38.9	42.5	50.6	39.6
Indian Males	-	-	-	-	-	-	-	-
Indian Females	-	-	-	-	-	-	36.4	-
Other Males	-	-	-	-	-	-	-	-
Other Females	-	33.5	-	-	-	-	-	
Yearly Average	41.8	39.4	35.2	36.9	38.0	39.1	47.0	40.6

AVERAGE YEARS OF EXPERIENCE OF OTHER CERTIFIED PERSONNEL LEAVING BY RACE AND SEX

Leaving After	78/79	79/80	80/81	81/82	82/83	83/84	84/85	85/86
Black Males	23.0	13.4	26.0	10.4	18.0	6.7	-	14.4
Black Females	23.0	3.0	3.0	14.4	31.5	11.9	19.0	21.0
White Males	20.5	8.4	6.3	11.3	7.7	9.0	7.5	14.9
White Females	5.0	9.1	6.8	3.1	8.2	5.6	16.8	11.6
Indian Males	-	-	-	-	-	-	-	-
Indian Females	-	-	-	-	-	-	11.0	-
Other Males	-	-	-	-	-	-	-	-
Other Females	-	2.0	-	-	-	-	-	
Yearly Average	18.4	9.0	7.4	8.8	9.9	8.2	14.6	13.5

RACIAL AND SEXUAL COMPOSITION OF OTHER CERTIFIED PERSONNEL LEAVING

Leaving After	78/79	79/80	8081	81/82	82/83	83/84	84/85	85/86
Black								
Males	20.0%	13.1%	6.6%	17.5%	7.7%	10.4%	-	11.1%
Females	20.0	5.3	15.6	17.5	5.1	24.1	10.0	11.1
Total Black	40.0	18.4	22.2	35.0	12.8	34.5	10.0	22.2
White								
Males	40.0	23.7	28.9	30.0	38.5	27.6	20.0	15.6
Females	20.0	55.3	48.9	35.0	48.7	37.9	60.0	62.2
Total White	60.0	79.0	77.8	65.0	87.2	65.5	80.0	77.8
Indian								
Males	-	-	-	-	-	-	-	-
Females	-	-	-	-	-	-	10.0	-
Total Indian	-	-	-	-	-	-	10.0	-
Other								
Males	-	-	-	-	-	-	-	-
Females	-	2.6	-	-	-	-	-	-
Total Other	-	2.6	-	-	-	-	-	-
Total								
Males	60.0	36.8	35.5	47.5	46.2	38.0	20.0	26.7
Females	40.0%	63.2%	64.5%	52.5%	53.8%	62.0%	80.0%	73.3%
Total								
Number	5	38	45	40	39	29	10	45

AVERAGE AGE
OF OTHER NEWLY EMPLOYED PERSONNEL
BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	32.9	31.9	35.9	31.8	30.9	33.2	-	41.4
Black Females	31.7	30.4	32.9	37.6	31.3	39.9	29.1	35.6
White Males	33.4	29.8	38.0	31.8	30.8	31.0	25.3	39.1
White Females	34.9	33.6	31.9	34.0	37.8	36.2	33.5	36.7
Indian Males	48.0	-	-	-	-	29.7	-	38.4
Indian Females	-	-	-	34.7	-	36.5	-	37.6
Other Males	-	-	-	-	-	-	-	-
Other Females	33.5	-	-	-	-	-	-	-
Yearly Average	34.0	32.1	33.9	33.7	33.2	34.4	32.1	37.0

AVERAGE YEARS OF EXPERIENCE OF OTHER NEWLY EMPLOYED PERSONNEL BY RACE AND SEX

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black Males	5.0	3.0	7.7	5.4	3.3	5.6	-	10.7
Black Females	4.8	2.7	5.7	9.1	3.0	8.4	4.5	7.1
White Males	5.9	3.2	6.2	4.9	2.2	3.5	0.0	8.1
White Females	6.8	4.6	4.1	5.0	4.8	4.7	5.6	6.1
Indian Males	2.0	-	-	-	-	0.0	-	11.5
Indian Females	-	-	-	9.5	-	8.5	-	5.3
Other Males	-	-	-	-	-	-	-	-
Other Females	2.0	-	-	-	-	-	-	-
Yearly Average	5.9	3.9	5.3	5.8	3.4	4.9	5.1	7.9

RACIAL AND SEXUAL COMPOSITION OF OTHER NEWLY EMPLOYED PERSONNEL

	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87
Black								
Males	8.6%	17.2%	13.1%	10.9%	17.2%	12.1%	-	8.3%
Females	17.6	26.6	14.8	15.2	15.6	10.6	21.1	16.7
Total Black	26.2	43.8	27.9	26.1	32.8	22.7	21.1	25.0
White								
Males	24.6	51.6	21.3	26.1	34.4	33.4	5.3	15.5
Females	45.6	4.6	50.8	43.5	32.8	39.4	73.6	56.0
Total White	70.2	56.2	72.1	69.6	67.2	72.8	78.9	71.5
Indian								
Males	1.8	-	-	-	-	1.5	-	2.3
Females	-	-	-	4.3	-	3.0	-	1.2
Total Indian	1.8	-	-	4.3	-	4.5	-	3.5
Other								
Males	-	-	-	-	-	-	-	-
Females	1.8	-	-	-	-	-	-	-
Total Other	1.8	-	-	-	-	-	-	-
Total								
Males	35.0	68.8	34.4	37.0	51.6	47.0	5.3	26.1
Females	65.0%	31.2%	65.6%	63.0%	48.4%	53.0%	94.7%	73.9%
Total								
Number	57	64	61	46	64	66	19	84

OTHER CERTIFIED PERSONNEL

YEARS OF EXPERIENCE	RACE						SUBTOTAL BY EXPERIENCE LEVEL
	WHITE		BLACK		OTHER		
	Number	Percent*	Number	Percent*	Number	Percent*	
0	15	83.33	3	16.67	0	0.00	18
1	17	73.91	6	26.09	0	0.00	23
2	6	46.15	6	46.15	1	7.69	13
3	16	84.21	3	15.79	0	0.00	19
4	15	83.33	2	11.11	1	5.56	18
5	11	57.89	8	42.11	0	0.00	19
6	13	72.22	5	27.78	0	0.00	18
7	8	66.67	4	33.33	0	0.00	12
8	12	66.67	6	33.33	0	0.00	18
9	10	66.67	5	33.33	0	0.00	15
10	8	100.00	0	0.00	0	0.00	8
11	10	76.92	3	23.08	0	0.00	13
12	10	58.82	6	35.29	1	5.88	17
13	12	75.00	4	25.00	0	0.00	16
14	11	64.71	6	35.29	0	0.00	17
15	11	68.75	5	31.25	0	0.00	16
16	5	83.33	1	16.67	0	0.00	6
17	9	81.82	2	18.18	0	0.00	11
18	8	72.73	3	27.27	0	0.00	11
19	8	80.00	1	10.00	1	10.00	10
20	5	83.33	1	16.67	0	0.00	6
21	6	85.71	1	14.29	0	0.00	7
22	4	57.14	3	42.86	0	0.00	7
23	4	100.00	0	0.00	0	0.00	4
24	1	33.33	2	66.67	0	0.00	3
25	7	70.00	2	20.00	1	10.00	10
26	3	60.00	2	40.00	0	0.00	5
27	4	57.14	3	42.86	0	0.00	7
28	0	0.00	1	100.00	0	0.00	1
29	1	100.00	0	0.00	0	0.00	1
30	0	0.00	0	0.00	0	0.00	0
31	0	0.00	0	0.00	0	0.00	0
32	2	66.67	1	33.33	0	0.00	3
33	0	0.00	0	0.00	0	0.00	0
34	0	0.00	0	0.00	0	0.00	0
35	0	0.00	0	0.00	0	0.00	0
36	0	0.00	0	0.00	0	0.00	0
37	0	0.00	2	100.00	0	0.00	2
38	0	0.00	0	0.00	0	0.00	0
39	0	0.00	1	100.00	0	0.00	1
40	0	0.00	1	100.00	0	0.00	1
GRAND TOTAL	252	70.79	99	27.81	5	1.4	356